

CS Policy 1

Access & Equity

Controlled Document

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1. Purpose

To provide standards and guideline so services:

- are accessible by all those eligible
- are responsive to their needs
- deliver equitable outcomes

To ensure that CatholicCare embraces diversity and that its services are accessible and suitable for people from various backgrounds.

2. Key Accountability

Executive Managers

3. Application

All employees

4. Relevant Legislation

Federal

- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Disability Discrimination and Other Human Rights Legislation Amendment Act 2009
- Australian Human Rights Commission Act 1986
- Australian Human Rights Commission Regulations 1989
- Racial Discrimination Act 1975
- Racial Hatred Act 1995
- Racial Discrimination Act 1992
- Community Relations Commission and Principles of Multiculturalism Act 2000
- Human Rights and Equal Opportunity Commission Act 1986
- Sex Discrimination Act 1984

State

- Anti-Discrimination Act (NSW) 1977

5. Accreditation Standards

- NSW Office of the Children's Guardian - NSW Child Safe Standards for Permanent Care
 - Standard 1 - Children's Rights
- Australian Children's Education and Care Quality Authority – National Quality Standard
 - Quality Area 6 Collaborative Partnerships with Families and Communities
 - Standard 6.1.2 Parents Views are Respected
 - Standard 6.2.2 Access and Participation

- Dept of Social Services – Families and Children Activity Administrative Approval Requirements
 - Standard 10 - Accessibility of Services
- Aged Care Quality & Safety Commission - Aged Care Quality Standards
 - Standard 1 – Consumer Dignity and Choice
- National Standards for Disability Services
 - Standard 5 - Service Access
- NDIS Quality & Safeguards Commission, NDIS Practice Standards
 - Core Module Section 1 Rights & Responsibilities – Individual Values & Beliefs

6. **Definitions** (for the purpose of this policy)

Access – services can be easily obtained by all who are eligible for them. They are delivered with cultural-competence and inclusivity in a flexible, fair, and just manner and there are no barriers due to bias, discrimination or stereotyping

Equity - means that resources are allocated in accordance with the needs of individuals and groups, with the desired goal of equality of outcomes. Equity is one of CatholicCare's key values, recognising that some people need extra support. It is embedded in Catholic Social Teaching, ensuring support is provided on a preferential basis, targeting those in most need.

7. **Policy**

CatholicCare is committed to providing a range of professional programs and services, designed in collaboration with clients to meet needs and support individuals and families to have fulfilled and connected lives in increasingly just and supportive communities.

Eligibility for services is transparent and free from bias or discrimination.

People are treated fairly to ensure they can engage with the services that will work with them to achieve their desired outcomes. CatholicCare acknowledges that this includes identifying and excluding barriers which prevent people from knowing about, using and participating in a service they may wish to access.

CatholicCare's services recognise and respect diversity and are free of any form of discrimination. This includes discrimination based on a person's age, gender, sexuality, marital status, vulnerability, disability, culture, ethnicity or race.

In addition, CatholicCare is an inclusive organisation committed to engaging with people from all backgrounds regardless of religious and spiritual beliefs.