



## **DIVERSITY & INCLUSION POLICY**

### **1. INTRODUCTION**

Brighton Recreational Centre has a firm belief that we offer something for everyone, and values diversity in its programs. This policy serves to underpin the Centre's approach to maintaining and developing inclusive programs, activities and facilities. Brighton Recreational aims to actively encourage and support the participants with a disability or members of the wider community who may feel excluded by reason of culture, nationality, or other factors. The Centre will endeavour to engage each participant in a way that is appropriate, meaningful to the individual and equitable to other participants.

The Centre will support wherever possible, inclusion initiatives of Gymnastics Victoria, Gymnastics Australia, Aquatics & Recreation Victoria and other relevant bodies and shall be willing to develop specific inclusion programs.

The Brighton Recreational Centre aims to enhance access and inclusion to all members of the community regardless of age, gender, ability, health, race, culture, religion, sexuality and background. This policy specifically seeks to ensure that our programs and services are inclusive and accessible.

The following key principles underpin our approach to diversity and inclusion:

- Diversity is embraced in recruitment and promotion activities at all levels;
- We aspire to have our people reflect the communities we operate within;
- Our culture embraces diversity in which differences are encouraged, and where leaders across Brighton Recreational Centre demonstrate and promote inclusive practices;
- Leadership and talent development programs will be structured to improve the diversity pipeline;
- We will ensure that equality and inclusion are embedded in service planning and delivery.
- We will promote inclusion by ensuring communication processes support people of all abilities and cultural backgrounds.
- We will provide professional development opportunities for staff to increase knowledge and skills to support our community.
- We will support programs and service provision that value and celebrate diversity and promote inclusiveness.

### **2. POLICY**

The Centre will strive to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices to ensure that people with disabilities and other exclusion factors are given maximal opportunity to participate in all aspects of the centre.

All Centre staff, members and volunteers shall, within their areas of responsibility, take appropriate steps to recognise and remove any barriers which exist to programs and services, within the physical, social, and virtual environment of the centre.

The Centre will whenever possible take advantage of educational opportunities provided by Gymnastics Victoria, Aquatics & Recreation Victoria (ARV) and other relevant bodies to enable its staff to create an inclusive and welcoming environment.

The Centre will provide education to staff to ensure that people with disabilities can successfully participate in our programs to their level of ability.

The Centre and its members will strive to meet the commitments, services or modifications required by individual people with disabilities, and will support the education of staff working with individuals as required.

Consideration will be given to our marketing, communications and advertising materials to ensure that the language and imagery are welcoming and inclusive.

Consideration will be given to our recruitment and employment practices to ensure that the language and content are welcoming and inclusive.

The Centre will endeavour to foster relationships with community organisations to ensure well planned and supported inclusive programs can be run which meet the needs of the community.

### **3. ROLES AND RESPONSIBILITIES**

POSITION	ROLES/RESPONSIBILITIES
General Manager	<ul style="list-style-type: none"><li>• Responsible for the development, monitoring and review of the policy</li><li>• Responsible for ensuring suitable resource and support systems to enable compliance with this policy</li><li>• To be responsible for ensuring compliance with related legislation, regulations and standards</li></ul>
Managers and Coordinators	<ul style="list-style-type: none"><li>• To ensure that processes, systems, communications and practices are aligned with the Inclusion Policy</li><li>• To address any non compliances with the policy or actions or activities that do not align with the policy</li></ul>

All Staff	<ul style="list-style-type: none"><li>• To fulfil ones role in accordance with the policy, report non compliances, and act as advocates for diversity and inclusion principles</li></ul>
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#### 4. **MONITORING, EVALUATION AND REVIEW**

Adherence to this policy will be monitored through:

- the centres compliance program
- incident reporting process
- the inclusion of KPIs aligned to the policy intent

This policy will be reviewed every two years.

Reviewed: 8<sup>th</sup> June 2021

Reviewed and revised: 16<sup>th</sup> April 2024

Next review due: 16<sup>th</sup> April 2026