

INDIVIDUAL VALUES AND BELIEFS OPERATIONAL POLICY



POLICY TITLE:	INDIVIDUAL VALUES AND BELIEFS POLICY		
VERSION:	001	DATE EFFECTIVE:	12/02/2024
AUTHORISED BY:	Chief Executive Officer	DATE REVIEWED:	12/02/2024

SUMMARY

Focuses on respecting participants' personal and cultural values, tailoring services to their specific needs. It aims to enable participants to actively engage with their community and achieve their personal goals.

PURPOSE

People with disabilities have the same rights as other members of Australian society to achieve their goals. ARC Disability Services Inc. (ARC) supports our Participants to be active members of society, voicing their opinions and the supports they need. We support inclusion and access for people with disabilities to mainstream and community activities, guided by the National Disability Strategy 2021-2031. This strategy is about making sure individuals with disabilities can be part of the community equally, focusing on better access to jobs, education, health, and being part of the community.

ARC actively strives to meet the identity capabilities outlined in the NDIS Workforce Capability Framework, focusing on inclusivity for people from diverse cultural backgrounds and all gender identities and sexual orientations.

ARC commits to cultural diversity and supports our participants by respecting their culture, values, and beliefs. We will recognise and value the multicultural nature of Australian society and provide specific acknowledgement and support to the customs of First Nations Australians.

SCOPE

This Individual Values and Beliefs Policy is dedicated to fostering an inclusive environment where discrimination is actively opposed.

It is applicable to all individuals, including ARC staff, management, and participants, regardless of their sexual orientation, gender identity, disability, race, sex, cultural and linguistic background, or age. This ensures that our commitment to welcoming everyone and treating all with fairness is upheld across all interactions within ARC.

IMPLEMENTATION

ARC will deliver flexible services that are designed to meet the needs of diverse peoples. We will actively provide a work environment that supports, values, and encourages cultural diversity by training our staff to develop their cultural and LGBTIQ+ understandings.

To ensure accessibility for all, we identify potential barriers to service access, implementing strategies that promote equity. These include:

- Upholding human rights.
- encouraging inclusion irrespective of background, ethnicity, culture, language, beliefs, gender, age, sexual orientation, socioeconomic status, level of ability, additional needs, family structure or lifestyle.
- promoting inclusive practices for successful community involvement.

Collaboration with participants is key to understanding their culture, diversity, values, and beliefs. ARC acknowledges their right to practice these, working together to facilitate participation in religious or cultural practices as desired.

We recognise, respect, promote, and celebrate cultural diversity, adopting policies and strategies that reflect this commitment. Social inclusion and community participation are central to our service delivery, with efforts to partner with diverse groups including Aboriginal and Torres Strait Islander peoples.

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To improve and support the varying needs of people with disabilities, their families, and advocates, we will access links between other service systems. This includes:

- consulting with our participants to facilitate the provision of fair, equitable and transparent services.
- seeking participant input into our governance so we can modify our policies and practices to meet participants' needs and aspirations through meetings, verbal, and written feedback or anonymously if they so wish.
- working with services in the community to ensure our participants are provided with relevant contacts to other services and community networks to enable the development of their personal goals, outcomes, and aspirations in line with their support plan.
- actively encourage and supporting our participants to maintain personal networks and community connections and participate in their community.
- using networks and community engagement feedback to inform management processes.

ARC will gather information about participants' cultural beliefs, values, and diversity. Participants' decisions and choices regarding their beliefs and cultural practices are supported and recorded in their support plan.

Our commitment is to make sure people with disabilities are connected to their communities by:

- providing information on mainstream services and community activities which will benefit people with disabilities, as well as their families and advocates.
- contributing to relevant links and networks within the community
- encouraging participation and inclusion of people with disabilities by working in partnership with community organisations.

We will identify and liaise with other stakeholders, as relevant to each participant and may include local community support organisations, job networks, training organisations and housing agencies.

ARC will uphold and promote the legal and human rights of all, in line with the United Nations Convention on the Rights of People with Disabilities, ensuring everyone is treated with dignity and respect.

RELATED DOCUMENTS

- Aboriginal and/or Torres Strait Islander Policy
- Person-Centred Supports Policy

REFERENCES

- Disability Discrimination Act 1992 (Commonwealth)
- Privacy Act 1988 (Commonwealth)
- Work Health and Safety Act 2011 (Commonwealth)
- National Disability Strategy 2021 - 2031 NDIS Practice Standards and Quality Indicators 2021
- NDIS Workforce Capability Framework
- United Nations Convention on the Rights of People with Disabilities

AUTHORISATION

This Policy is approved and issued by:

BENJAMIN KEAST

Chief Executive Officer

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