

## Statement of intent

At Life Without Barriers, we celebrate diversity, and we practice inclusion. We believe in the strength of a diverse workforce where our people's perspectives and life experiences help us deliver great services to the people we support.

Our Values guide how we interact with our employees, people we support, carers, communities and stakeholders. We listen deeply and are **responsive** to the specific needs of people from marginalised groups. We are curious and **imaginative** in our pursuit of equal opportunity for all. We are **courageous** in our work to break down barriers. We are **respectful** and welcoming of diversity. We build connection and understanding through our **relationships** with each other.

## Definitions

- **Diversity** refers to all the ways in which we differ. This includes culture, ethnicity, faith, age, class, disability, gender identity and expression, sexual orientation, and intersex status, among other characteristics.
- **Intersectionality** describes how different aspects of a person's identity can overlap and exacerbate experiences of discrimination and marginalisation.
- **Inclusion** occurs when the mix of people in an organisation work together to improve performance and wellbeing. Inclusion is achieved when people feel respected for who they are, are connected to their colleagues, contribute their perspectives and talents, and progress in their careers (i.e. have equal access to opportunities).
- **Equality** and **equity** are different things and lead to different outcomes. When we treat everyone equally, we treat everyone the same, but when we treat everyone equitably, we consider their individual needs. Equity asks us to acknowledge that everyone has different needs, experiences, and opportunities.
- **Accessibility** is making information, activities, and environments useable for everyone.

## Our approach

- Policies, guidelines, processes, plans, systems, and forms are inclusive and accessible and regularly communicated and reviewed.
- Leverage our partnerships, alliances, networks, and relationships with government and community groups to ensure our services and programs are responsive and respectful.
- Provide regular learning opportunities to increase the capability of our employees to support people from marginalised groups.
- Support the recruitment and career development of people from marginalised groups.
- Our communications are inclusive and accessible, and we communicate using appropriate methods and materials.
- Create a workplace culture that is safe and welcoming for people to be themselves.
- Measure our impact by participating in external benchmarking instruments (e.g. Australian Workplace Equality Index and Access and Inclusion Index).
- Information management systems allow people to share information about their identities with us.

We affirm our unwavering commitment to being a child safe organisation by upholding the National Principles for Child Safe Organisations and embedding the Universal Principle, which affirms the right of Aboriginal and Torres Strait Islander children to feel culturally safe, respected and included in our operations. We actively align with the legislated or endorsed Child Safe Standards across all Australian jurisdictions, including:

- Qld – Child Safe Organisations Act 2024 and Universal Principle
- Vic – 11 Child Safe Standards
- NSW – Child Safe Standards and Code of Practice
- Tas – Child and Youth Safe Standards
- SA – Child Safe Environments Program
- WA – Commitment to the National Principles
- ACT – Mandatory Child Safe Standards
- NT – Endorsement of the National Principles with mandatory reporting obligations.

Our policies, practices and culture reflect a nationally consistent yet locally responsive approach to child safety, ensuring the wellbeing, inclusion and protection of all children and young people in our care.

## **Related documents**

- [Diversity and Inclusion Intranet page](#)
- [Workplace Adjustments Policy Guideline](#)
- [Gender Affirmation Policy Guideline](#)
- [Inclusive Language Guide](#)
- [Reconciliation Intranet page](#)
- [Cultural Safety and Appropriateness Policy Statement](#)