

Cultural Safety and Appropriateness Policy Statement

Statement of intent

Life Without Barriers is committed to an ongoing journey towards Truth-Telling, Self-Determination, and Reconciliation. We recognise and value the contribution of Aboriginal and Torres Strait Islander employees, carers, people we support, peak bodies, organisations, their leaders, and communities across Australia as we continue our Reconciliation journey together.

Our Elevate Reconciliation Action Plan (RAP) demonstrates our vision for Reconciliation—where Aboriginal and Torres Strait Islander people and organisations participate in and have control over decisions that affect their children, young people, and families, prioritising Self-Determination and strengthening connections to culture, community and Country.

Definitions

- Cultural diversity means having a mix of people from different cultural backgrounds. It
 can include differences in cultural/ethnic identity (how we identify ourselves and how
 others identify us), language, country of birth, religion, heritage/ancestry, national origin,
 and/or race.
- Cultural humility is the process of mindful self-reflection to understand our own
 personal and systemic biases and how this impacts others from different cultural and
 spiritual backgrounds. We need to be respectful yet curious, continually learning about
 ourselves and others and prioritising the perspective and experiences of the people we
 support rather than imposing our views, preferences and meaning.
- Cultural safety is about creating a safe environment for people where there is no
 assault, challenge, or denial of their identity—of who they are and what they need to be
 who they are. It is about shared respect, meaning, knowledge and experience of
 learning, living, and working together with dignity and truly listening to each other.
- **Reconciliation** is about strengthening relationships between Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander people for the benefit of all Australians.
- **Self-Determination** describes the fundamental human right of people to shape their own lives and be involved in well-informed decision-making that impacts them and their lives.
- Anti-racism is the active process of identifying and eliminating racism by changing systems, organisational structures, policies, practices, behaviours, values, and attitudes so that power is redistributed and shared equitably.

Our approach

 Policies, guidelines, processes, plans, systems, and forms are inclusive and accessible and regularly communicated and reviewed.

Approved By: Claire Robbs

LIFE WITHOUT BARRIERS

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- Leverage our relationships, partnerships, alliances, and networks to ensure our services and programs are responsive to and respectful of Aboriginal and Torres Strait Islander people.
- Provide regular learning opportunities to increase our staff and leaders' cultural humility, connections, capability, and responsiveness.
- Support the recruitment and career development of people from all cultural backgrounds, including Aboriginal and Torres Strait Islander people.
- 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 the impact of our RAP through strong governance, accountability, and transparency of outcomes.
- 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 Policy Statement
- · Work Health and Safety Policy Statement
- Reconciliation Action Plan
- Our Values and Culture Framework