

## **P037 – CULTURAL SECURITY FOR PARTICIPANTS POLICY**

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### **1. Scope**

This policy applies to all District 360 employees, volunteers, contractors and services.

Cultural security in this policy refers to practices that ensure that individuals are afforded the same favourable outcomes regardless of the cultural outlook they hold. Cultural security applies to Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse (CALD) backgrounds, or any specific population with consideration given to age, gender, disability, faith and sexual orientation.

### **2. Policy Statement**

District 360 recognises, respects and promotes cultural diversity and within its capacity, will provide services that are culturally secure. To this end, District 360 will:

- Respect and respond to cultural needs during the design, delivery and review of services at an organisational and individual level.
- Respect and promote participants' cultural and community connection.
- Develop connections with culturally appropriate organisations and groups to promote the meaningful participation of participants within their chosen community.
- Provide cultural awareness training to employees where relevant.
- Make available information to participants, their families and carers in formats appropriate to their cultural needs.
- Where relevant, seek specialist advice from organisations and key community members regarding culturally secure practices.

### **3. Other relevant policies**

Staff, especially managers and supervisors, are encouraged to read this policy in conjunction with other relevant District 360 policies, including;

- Participant Decision Making and Choice Policy
- Responsive Support Provision Policy
- Participant Participation Social Inclusion Policy
- Staff induction Policy
- Staff Development and Training Policy
- Individual Needs and Provision of Service Policy
- Intake Policy

## 4. More information

If you have a query about this policy or need more information, please contact the management team at [info@district360.com.au](mailto:info@district360.com.au)

## 5. Review details

Approval Authority	Tanya Johnston
Responsible Officer	Coco Johnston
Approval Date	14 April 2021
Last updated Date	30 July 2024
Next Review Date*	30 July 2025
Last amended	- Reviewed the up to datedness of the information.