

POLICY

Cultural Safety Practices for Participants

1. PURPOSE

The purpose of this policy is to define EPIC Support Service's approach to developing and delivering services that are culturally appropriate and responsive to participant's cultural diversity.

2. SCOPE

This policy applies to all EPIC Support Services employees, volunteers, contractors and services.

This policy refers to cultural practices that ensure that individuals are provided the same opportunity to achieve favourable outcomes regardless of their culture. Cultural awareness and practices 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.

3. POLICY STATEMENT

EPIC Support Services recognises, respects and promotes cultural diversity and within its capacity, will provide services that are culturally appropriate. To this end, EPIC Support Services will:

- Respect and respond to cultural needs during the design, delivery and review of services at an organisational and individual needs level.
- Respect and promote participant 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 cultural awareness practices.

4. ABORIGINAL AND TORRES STRAIT ISLANDER CULTURAL CONNECTIONS

EPIC Support Services will promote the delivery of culturally competent services by recruiting staff with diverse backgrounds as well as ensuring that all employees are culturally aware regardless of their backgrounds.

EPIC Support Service's policies and procedures are inclusive of diversity and incorporate practices that respect the cultural needs of Aboriginal and Torres Strait Islander people in the work place. This will be achieved through:

- Developing community links with Aboriginal and Torres Strait Islander people.
- Increasing staff knowledge and understanding of Aboriginal and Torres Strait Islander cultures.
- Providing services to clients in a more culturally sensitive way through increased knowledge of Aboriginal and Torres Strait Islander cultures.
- Provide cultural awareness training for staff so they are sensitive to Aboriginal and Torres Strait Islander culture values and beliefs.
- Promote mutual respect and understanding between cultures.
- Respect cultural needs in the workplace.
- Ensure stereotyping and discrimination have no place in the workplace culture.
- Acknowledge past and present Elders, the Custodians of the land at formal occasions.

RELATED DOCUMENTS
Decision Making and Choice Policy
Participation and Inclusion Policy and Procedure
Person Centred Approach Policy
Participant Individual Planning Procedure

RELEVANT LEGISLATION OR STANDARDS
Nil.