

## 1.8 Social Inclusion, Gender Equality and Diversity Policy

### Context

As Christian *Organisations*, ABM and AID believe that all people are made in the image of God and are equally valued by God. Therefore, ABM and AID have a Christian commitment to the principle of *Gender Equality* and social inclusivity in all our work.

ABM and AID furthermore seek to ensure that our workplaces and how we work together express *inclusivity*, *Gender Equality* and, as far as possible, the *Diversity* of the society in which we live and work, and the nature of that work.

### Purpose

This policy is intended to guide ABM's and AID's work both internally and with our *Partners*. It seeks to ensure ABM and AID are working at all possible levels, as relevant to each *Organisation*, for an end to the barriers that prevent the full inclusion and participation of all people, and to guide ABM and AID in working towards greater diversity in their institutions.

### Scope

This policy applies to the ABM and AID *Organisations*, and to all ABM and AID *Staff*, *Volunteers* and *Responsible People* when "at work" and in certain situations where there is a connection to work, such as when ABM and AID *Workplace participants* visit partners and partner communities or represent ABM or AID within Australia or overseas. It also applies to our *Programs* and *Projects*.<sup>1</sup> ABM and AID will also work with our *Partners* to encourage full equity, greater diversity, and participation of people in their workforces and programs regardless of identity or status.

This policy also outlines specific additional commitments that apply to the work of AID.

**Definitions** (See "Definitions and Acronyms" at the beginning of this Compendium)

### Guiding principles

- a. ABM and AID are legally required by various Australian anti-discrimination laws not to discriminate against someone on the basis of *Race*, *Sex* and *Sexuality*, age, or *Disability*. In the case of *Sex* discrimination, ABM and AID have a *Positive Duty* to prevent such discrimination in the workplace. (Examples of unlawful conduct can be found in our *Code of Conduct*, section 6 – SEAH).
- b. ABM and AID seek to ensure full inclusion, participation, and "equal enjoyment of rights, opportunities, resources and rewards,"<sup>2</sup> for all people, regardless of sex, sexuality, sexual orientation, gender, gender identity, disability, age, *Race*, religion, ethnicity, indigeneity, displacement, caste, *Poverty*, medical status, class or socio-economic status, political opinion, or membership of a social group.

ABM and AID acknowledge that the above factors can intersect and that any one of these may be used to create and perpetuate identity-based discrimination which can lead to social and economic exclusion and other harmful outcomes. Social exclusion on the basis of one factor can be exacerbated by prejudice on the basis of other intersecting

---

<sup>1</sup> AID's commitment to Community participation during Emergency Responses can be found in the 'Effectiveness Principles' section of AID's *Humanitarian Emergency Project Proposal Template*.

<sup>2</sup> ACT Alliance

factors. For example, a Person with a Disability who identifies as having non-binary Gender may experience even greater marginalisation and/or exclusion than a Person with a Disability whose Sex and Gender identity are the same.

- c. Furthermore, ABM and AID are committed to the *Cultural Safety* of all persons. Thus, we seek to create a workplace where each person can examine their own cultural identities and attitudes and be open-minded and flexible in their attitudes towards people from cultures other than their own.
- d. ABM and AID strongly uphold the Racial Discrimination Act 1975, which requires that a person is not treated less favourably because of their race, indigeneity, colour, descent, the country where they were born, their ethnic origin, immigrant status, or their skin colour. Such a person must be given the same opportunities as others in a similar situation. This requirement will be applied to governance, recruitment, appointment, and promotion of staff, to all workplace interactions both in the ABM and AID office, and when working with partners, supporters, and other stakeholders.
- e. ABM and AID recognise the contribution that a diverse workplace brings to ABM and AID and that fair and equitable treatment of employees, contractors, and volunteers contributes to morale and individual performance. ABM and AID are therefore committed to providing a workplace that is free from all forms of discrimination.
- f. Recognition of equity and diversity principles reinforces workforce productivity to support the key aims of ABM and AID which leads to an enhanced image as responsible employers in the community.
- g. Participation, inclusivity and *Gender Equality* at Community level are important components of AID's Development and Humanitarian initiatives. As such, they are reflected in and measured via AID's Development Effectiveness Principles.
- h. This policy will reflect current Australian and international policy relating to Gender, Sex and Human Development, including the Australian Government's Sex Discrimination Amendment (*Sexual Orientation, Gender Identity and InterSex Status*) Act 2013, 2023 amendments to the Sex Discrimination Act relating to *Positive Duty*, the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),<sup>3</sup> the 1995 Beijing Declaration,<sup>4</sup> the 2007 UN Convention on the Rights of Persons with Disabilities, and the United Nations Sustainable Development Goals, especially goals #5 ("Achieve gender equality and empower all women and girls") and #10 ("Reduce inequality within and among countries").
- i. This policy will reflect commitments to Gender Justice by networks to which ABM and/or AID belong, including the Anglican Alliance and Action by Churches Together (ACT) Alliance.
- j. ABM and AID recognise that not everyone's *Gender Identity* accords with their *Sex*, and that both *Sex* and *Gender Identity* are more complex than the classification of man or woman and boy or girl. ABM and AID respect the choice of persons, who may have been born *InterSex* or seen to be of indeterminate *Sex* and/or *Gender*, to identify and be

---

<sup>3</sup> *Convention on the Elimination of All Forms of Discrimination against Women*. Found at <https://www.un.org/womenwatch/daw/cedaw/> Accessed 19/1/23

<sup>4</sup> *Beijing Declaration*. Found at <http://www.un.org/womenwatch/daw/beijing/platform/declar.htm> Accessed 19/1/23

recognised within their community as a Gender other than the *Sex* or *Gender* they were assigned at birth or subsequently. ABM and AID further acknowledge that the use of inappropriate terminology can be disempowering to persons who identify as *LGBTQI+*. ABM and AID therefore use the phrase “*Sex and/or Gender Diverse*” to recognise these variations in *Sex* and *Gender*.

- k. ABM and AID recognize that a lack of *Gender Equality* can lead to harmful practices such as *Sexual Exploitation, Abuse and Harassment*.
- l. ABM and AID recognise that:
  - i. those who are or who identify as women and girls suffer disproportionately from *Gender* and family-based violence and its effects.<sup>5</sup>
  - ii. although the world has made great gains in closing the *Gender* gaps, women and girls are disproportionately represented among people living in poverty, people who lack literacy and numeracy skills, under-age marriage and those who have experienced *Gender*-based violence. Women are often excluded from Development opportunities by access to productive resources, such as land or formal employment. Worldwide, leadership opportunities for women are much lower than those of men.
  - iii. while the church is often deeply committed to the human rights of women and girls and *Sex and/or Gender Diverse* people, equally the church has been part of the problem as much as it is and can be part of the solution.
- m. ABM and AID recognise that the structures of society that work against the equal involvement of females, males and people who are *Sex and/or Gender Diverse* can be altered through ensuring those who are or identify as being women and girls, or those who are *Sex and/or Gender Diverse*, have equal access to all opportunities, including quality education, health, nutrition, and equal participation in political and economic life. High rates of violence also undermine the participation and potential of those who are or identify as being women and girls or who are *Sex and/or Gender Diverse*.

## Policy Commitments

- 1 ABM and AID will promote the goals of *Gender Equality, Social Inclusion* (including *Disability Inclusion*) and *Diversity* in both our *Organisations*, among our *Supporters* and networks, and with our *Partners*.
- 2 ABM and AID are committed to the full inclusion, participation, and “equal enjoyment of rights, opportunities, resources and rewards,”<sup>6</sup> for all people, regardless of sex, sexuality, sexual orientation, gender, gender identity, disability, race, religion, ethnicity, indigeneity, displacement, caste, poverty, medical status, class or socio-economic status, political opinion, or membership of a social group. This commitment

---

<sup>5</sup> *Beijing +5 Platform for Action*, Strategic Objective 5. Found at <http://www.un.org/womenwatch/daw/beijing/platform/violence.htm> Accessed 19/1/23.

<sup>6</sup> ACT Alliance

applies both to our *Workplace participants* and to all with whom we work, both in Australia and overseas.

- 3 ABM and AID require that a person not be treated less favourably because of their race, colour, descent, national origin, ethnic origin, caste, immigrant status, displacement status or religion. Such a person must be given the same opportunities as others in a similar situation.
- 4 ABM and AID will not impose an unreasonable requirement, condition or practice that has, or is likely to have, the effect of disadvantaging people with a personal characteristic protected by law, including their race, indigeneity, colour, descent, national origin, ethnic origin, caste, immigrant status, displacement status, or religion.
- 5 ABM and AID have a zero tolerance for racial hatred and hate speech. This includes saying something in public, or in the course of conducting ABM or AID business that is reasonably likely to offend, insult, humiliate or intimidate a person or group because of their race, indigeneity, colour, descent, national or ethnic origin, caste, immigrant status, displacement status, or religion. This includes engaging in antisemitic, Islamophobic, or racist behaviour.
- 6 ABM and AID have a zero tolerance for any behaviour which discriminates against a person on the basis of their gender, gender identity, sex, sexuality, sexual orientation, age, disability, poverty, class, or socio-economic status.
- 7 ABM and AID are committed to preventing any conduct that creates a hostile workplace environment on the ground of *Sex, Sexuality, Sexual orientation, gender, gender identity* and victimisation.
- 8 ABM and AID will be fair, transparent, and non-discriminatory in our management of staff and volunteers.
- 9 ABM's and AID's Recruitment and Employment policies, procedures and practices will reflect the *Organisations'* strong commitment to *Diversity, Anti-racism, anti-Discrimination, Disability Inclusion* and *Gender Equality* provisions of Australian law. All recruitment, job selection and retention decisions at ABM and AID will be based on an equity framework that recognises the value of a culturally diverse and inclusive workplace. The equity framework will include regular assessments of potential barriers to recruitment and internal progression for people of culturally and linguistically diverse or First Nations communities, and implementing measures to address these. It is unacceptable to ask job candidates questions, or to in any other way seek information, about their personal characteristics, unless this can be shown to be directly relevant to a genuine requirement of the position.
- 10 ABM and AID will provide training for our *Workplace Participants* in *Decolonisation* and *Anti-racism* aimed at eliminating structures and practices that work to disadvantage people based on *Race*. This training will include a focus on unintended *Discrimination* and *Racism*.
- 11 ABM and AID are also committed to *Diversity* and *Gender Equality* in the composition of our respective boards and in leadership opportunities within the *Organisations*. To this end, ABM and AID will provide ABM and AID *Staff* and *Responsible People* with

training relevant to achieving this commitment.

- 12 ABM and AID will set goals for the achievement of *Gender Equality* and *Gender Equity* and *Diversity* within our *Organisations* and will report annually to our respective boards on progress towards the goals.
- 13 ABM and AID will promote *Gender Equality* and *Gender Equity*, *Diversity* and *Social Inclusion* (including *Disability Inclusion*) to our *Supporters*, *Stakeholders*, and the public, through our public communication channels.
- 14 AID will use a *Rights-based approach* to promote *Gender Equality* and the full inclusion of those who are in *Vulnerable* positions, and those who are *Marginalised* and/or excluded, including *Persons with Disabilities*, in our *Development and Humanitarian initiatives*.
- 15 ABM and AID will appoint a *Gender Focal Person* with responsibility for collecting and reporting *Gender*-related data both in the *Organisations* and in AID's *Development and Humanitarian initiatives*, and for raising the profile of *Gender Equality* within the *Organisations* and with *Partners*.
- 16 ABM and AID will also appoint a *Disability Inclusion Focal Person* with responsibility for collecting and reporting *Disability Inclusion*-related data both in the *Organisations* and in AID's *Development and Humanitarian initiatives*, and for raising the profile of *Disability Inclusion* within the *Organisations* and with *Partners*.
- 17 ABM and AID will advocate against discrimination and exclusion and against family and *Gender*-based violence, including *Sexual Exploitation, Abuse and Harassment* (see also ABM-AID's *Safeguarding Policy*) and will support its *Partners* to do likewise.
- 18 AID commits to contributing to the achievement of UN Sustainable Development Goal 5: Achieve Gender Equality and Empower All Women and Girls and Goal 10: Reduce Inequalities Within and Among Countries via a range of *Gender Equity* and *Disability Inclusion* measures within our *Organisations* and in our *Development and Humanitarian initiatives*.
- 19 AID will respect the traditional social and cultural contexts of its work with *Partners* but maintains that our rights as a *Partner* permit us to work towards the elimination of attitudes and structures which discriminate based on *Sex* and/or *Gender* including against those who are *Sex* and/or *Gender Diverse*. This may include dialogues, awareness-raising, and training with *Partners* about matters raised in this policy.
- 20 AID will support its *Partners* in all the *Development initiatives* it funds to adopt a *Gender Equality, Disability and Social Inclusion (GEDSI) Approach* during the *Planning, Design, implementation, Monitoring, Evaluation* and *Learning* phases of each *Project*. A *Gender Analysis* and a *Disability Analysis*, as well as monitored *Gender Action* and *Disability Inclusion* plans will normally be part of all activity planning. AID's *Development Effectiveness Principles*, particularly the principles of *Participation and Inclusion* and *Gender Equality and the Empowerment of Women*, will therefore be integrated into all AID's *Program Planning, implementation, Monitoring and Evaluation* tools. *Program Planning* will include consultation with those marginalised by their *Gender*, including those who are or who identify as women and girls, and a contextual

analysis of barriers to their inclusion. (See also AID's Inclusive Stakeholder Analysis).

21 AID will support *Programs* in the following areas that provide opportunities for safe and equitable access by those who are or who identify as women, girls and those who are *Sex and/or Gender Diverse*, as well as by *Persons with Disabilities* and all who experience *Exclusion or Marginalisation*:

- i. Education and Training: Particularly through basic education (including literacy) programs as well as vocational education and *Community-based training*.
- ii. Health: Through basic health care services, particularly maternal and *Child* health, reproductive health, primary health care and disease control (See also AID's Family Planning Policy).
- iii. Resource distribution and Participation in *Community* economic life: By promoting equal access to capital, including land, forests, marine and other natural resources, as well as credit and savings programs; and by improving the financial, technical, and livelihood skills of those who are or identify as being women and girls, *Persons with Disabilities* and those who experience *Exclusion or Marginalisation*.
- iv. Participation in leadership: By promoting the participation and leadership of women and girls, or those who identify as women and girls, and of *Persons with Disabilities* and those who experience *Exclusion or Marginalisation* in decision-making at all levels and by supporting and strengthening networks and *Organisations* which give such people a more effective voice; and supporting training for them in leadership and participation in decision-making.
- v. Addressing Gender-based violence: by supporting programs which provide services to address family and *Gender-based violence*, including: awareness-raising; programs which enable communities and individuals to address such violence; community and institutional initiatives which address violence against women and girls and those who identify as women or girls; programs which focus on strengthening systems for reporting *Gender-based violence* and dealing with offenders; and programs which provide places of refuge and resilience-building for victims.
- vi. Safety and security: by supporting protection of **all** those who are in *Vulnerable Positions* or experiencing *Marginalisation* and *Exclusion* during *Humanitarian initiatives* and by supporting *Partners* to take the safety and security of such people into account at all stages of an activity (See also AID's Humanitarian Policy and Humanitarian Procedures and ABM-AID's *Safeguarding Policy*).

22 AID will collect *Sex-* and *Disability-*disaggregated data about its *Development initiatives* (and, where possible, about its *Humanitarian initiatives*) whilst respecting any requested privacy and *Confidentiality* in relation medical status, *Gender Identity* and *Intersex*, since AID believes that collection of sex-disaggregated data is important for

assessing the impacts of its work on women and men, girls and boys. The process of disaggregation of quantitative data largely ensures privacy, while in the collection of gender information via case studies and other qualitative data privacy and *Confidentiality* will be offered to the participant.

AID will also request *Partners* to report on the extent to which the empowerment of *Persons with Disabilities* is promoted.

- 23 AID will gather ongoing data to help assess its progress in promoting *Gender Equality* and *Gender Equity* and will support its partners to gather data related to the progress towards achieving *Gender Equality*-related outcomes via regular monitoring and evaluation. AID will also promote learning based on this data, both within AID and among its partners.
- 24 AID will report annually on *Gender*- and *Disability*-disaggregated data in its *Development and Humanitarian initiatives*, to the AID Board (normally via ABM-AID's Annual Report and AID's Annual Project Effectiveness Report).
- 25 AID will encourage its partners to work with local *Organisations of People with Disabilities (OPDs)* to guide, advise and support the process of including *Persons with Disabilities* in development initiatives. This will help ensure that AID and its partners' efforts are informed by the perspectives of *Persons with Disabilities*. Where appropriate, AID will also work to develop the capability of local *OPDs* to express their priorities and will itself seek to connect with disability inclusive networks.
- 26 In its development work (such as during monitoring visits), AID will, where possible, meet with *Persons with Disabilities* to discuss their experiences, needs and priorities. AID staff will aim to meet women with disabilities as well as men with disabilities, as their situation and perspective is likely to be different.
- 27 Within our *Organisations*, ABM and AID will incorporate *Social Inclusion*, *Gender Equality*, *Disability Inclusion* and *Diversity* into a whole-of-*Organisation* approach, incorporating regular training of *Staff*, *Volunteers* and *Responsible People*, inclusive recruitment practices, *Reasonable Accommodation*, a *Disability Inclusive* feedback and *Complaints Handling* mechanism and *Accessible Communications*. Training will also be made available to all AID staff on mainstreaming *Disability Inclusion* into our *Development and Humanitarian initiatives*.
- 28 AID will support training of *Partners* which recognises that a goal of our *Disability Inclusive* approach is to achieve equality and full inclusion for *Persons with Disabilities*, not just to create awareness of *Disability*. Training sessions and partner strategies must reflect this by focusing on *Disability Equality*: building people's understanding of the rights of *Persons with Disabilities*, prioritising *Persons with Disabilities* participation and decision-making, identification of barriers, and *Disability* advocacy.
- 29 With our *Partners*, AID will support both *Disability*-specific and *Mainstreaming* in our *Development initiatives*.
- 30 AID will undertake periodic reviews of both AID and its *Partners*' *Gender Equality* and *Disability inclusion* policies and practices, including assessing progress against ACFID's *Code of Conduct* and DFAT's *Gender Equality* and *Disability Inclusion* requirements.

- 31 ABM and AID will promote the *Rights* and voices of Persons with Disabilities in our communications with the public and other external *Stakeholders*. Photographs used by ABM and AID to promote our work will portray *Persons with Disabilities* and people in *Vulnerable* positions with Dignity and respect.<sup>7</sup>
- 32 AID acknowledges that some groups within the disability community are at heightened risk of marginalisation. AID aims to promote awareness amongst our partners and other *Stakeholders* of psychosocial and intellectual disabilities, to reduce stigma, and aims to ensure that a diverse range of Persons with Disabilities are included in our promotion and understanding of *Disability Inclusion*.
- 33 Complaints about discrimination on the grounds of race, indigeneity, colour, descent, national origin, ethnic origin, caste, immigrant status, displacement status, religion, gender, gender identity, sex, sexuality, sexual orientation, age, disability, poverty, class or socio-economic status can be made via ABM/AID's Complaints Handling Policy, or directly to the Human Rights Commission at <https://humanrights.gov.au/complaints/make-complaint>.
- Information about making a complaint to the Human Rights Commission on the basis of discrimination can be found at <https://humanrights.gov.au/complaints#main-content>
- Complaints about discrimination in the workplace can also be made to the Fair Work Commission, the Fair Work Ombudsman and SafeWork NSW.
- 34 Support for people experiencing discrimination and exclusion can be found at:
- Lifeline (for crisis support) (ph. 13 11 14)
  - Headspace (for mental health resources) <http://www.headspace.com>
  - Beyond Blue (mental health counselling) (ph. 1300 22 4636)
- 35 Actions that can be taken following a complaint or report about discrimination in the workplace may include disciplinary action for perpetrators, court orders, and/or compensation.

## Responsibilities for the Implementation of this Policy

### The ABM and AID Boards will

- Maintain an organisational culture of adherence to *Equality, Equity, Diversity* and *Inclusion*, ensuring the boards receive and maintain socialisation in this policy;
- Assure themselves of the effectiveness of arrangements for the management of Gender Equity and Diversity at ABM and AID;
- Develop targets and a strategy for *Equality, Equity, Diversity* and *Inclusion* with the *Organisations* and require nominated staff to provide regular reports against the progress towards reaching these targets.
- Receive quarterly *Safeguarding* reports, including reports of any *Breaches* of the *Organisations' Positive Duty* to prevent *Sexual* and *Sex-based Harassment* and discrimination.

---

<sup>7</sup> See AID Communications Manual.

- Conduct regular assessments of the Boards' commitments to *Diversity, Gender Equality and Anti-racism*.

#### **The Policy Committee will**

- Ensure this policy is reviewed at least every five years.
- Ensure training is provided in this policy for governance body members.

#### **ABM and/or AID Senior Management will**

- Ensure that risks related to the impact of discrimination or lack of inclusion in AID programs and projects are assessed and managed and reported to the AID board
- Ensure that risks related to any failure in ABM and/or AID's *Positive Duty* to prevent sex discrimination in the workplace are assessed, managed and reported to the ABM and/or AID board/s

#### **AID and Reconciliation program staff will**

- ensure all partners with whom AID works have *Disability, Gender* and other Inclusion measures in place commensurate with their capacity and context;
- regularly monitor and review projects and programs for their inclusivity;
- support partners to include *Persons with Disabilities* in their stakeholder analyses and baseline data collection and throughout the project cycle;
- support partners to apply all elements of this policy when receiving AID funds for emergency responses;
- work to ensure adults (including women and men and people who are gender-diverse), *Children* and young *Persons with Disabilities* form part of all consultation processes where AID's work will affect them;
- ensure all potential *Project Participants*, including *People with Disabilities, Children, the Elderly, Women* and *Gender Diverse* people contribute to the development and review of community-based complaints mechanisms.

#### **The Disability Focal Person will**

- ensure Rights-based training on Disability Inclusion is provided to ABM and AID Staff, Board and Committee members and Volunteers on commencement at ABM or AID and annually thereafter;
- conduct regular reviews of the application of the Disability Inclusion sections of this policy and related practices by AID as well as Disability Inclusion policies and practices of AID's partners;
- liaise with ABM and AID Human Resources to ensure inclusive recruitment practice is promoted.

#### **The Gender Focal Person will**

- ensure Gender-sensitive training is provided to staff, Board and AID Committee members and volunteers on commencement at AID and annually thereafter;
- conduct regular reviews of the Gender Equality sections policy and AID's practices, and partners' Gender Equality policies and practices;
- liaise with ABM and AID Human Resources to ensure Gender-inclusive recruitment practice is promoted;
- provide reports to the boards on the status of Gender Equality in the ABM and AID *Organisations* and in AID's programs and projects.

### The Campaigns Coordinator will

- ensure all people, including Persons with Disabilities and people in particularly *Vulnerable* positions, are portrayed in publications with dignity and respect and as agents of their own lives.

### The ABM and AID Policy Committee will

- ensure this policy is reviewed at least every five years or more frequently if required.

### Related standards, policies, and procedures

Australian Human Rights Commission Act 1986

Age Discrimination Act 2004

Disability Discrimination Act 1992

Racial Discrimination Act 1975

Sex Discrimination Act 1984

Anti-Discrimination and Human Rights Legislation Amendment (Respect@Work) Act 2022

Criminal Code Amendment (Hate Crimes) Bill 2025 (Cth). (Strengthens existing hate crime provisions in the Criminal Code Act 1995 (Cth).

Tawake et al, 2021, *Decolonisation and Locally Led Discussion Paper*, La Trobe University and ACFID

ACFID's *Yielding and Wielding Power* Toolkit on *Decolonisation and Locally Led Development*.

ACFID Code – Commitment 1.2.1, 1.2.3, 2.1.1, 2.2.2, 2.1.3, 2.2.1, 2.3.1, 2.3.2, 2.3.3, 2.3.4, 2.4.1, 2.4.2, 2.4.3, 2.4.4 and 9.3.1

DFAT Accreditation Guidelines – especially A1.3, B2.3, B2.4, B3.1, B3.2, B3.6 and B3.7.

AID Development Approaches Policy

ABM-AID Safeguarding Policy

AID 1020 Family Planning Policy

AID 1033 Humanitarian Response Policy (and related Procedures)

AID Development Partnerships Policy

AID Planning, Monitoring, Evaluation and Learning Policy

Policy History	
Name of Policy	Date Adopted
Gender and Development Policy	March 2010
Community Participation and Inclusivity Policy	March 2010, Feb 2016
Disability and Development Policy	November 2012
Gender and Development Policy	February 2015
Disability and Development Policy	June 2016
Gender and Development Policy	February 2018
Gender Policy	December 2019
Gender Policy	Accepted by AID Board April 2021
Disability Inclusion Policy	October 2021
Social Inclusion, Gender Equality and Diversity Policy (amalgamation of Gender Policy, Disability Inclusion Policy and Participation and Inclusion Policy with new sections on organisational and program diversity)	October 2023

Social Inclusion, Gender Equality and Diversity Policy (amendments relating to <i>Positive Duty</i> for sexual harassment prevention)	March 2024
Social Inclusion, Gender Equality and Diversity Policy (five yearly review)	October 2024
Social Inclusion, Gender Equality and Diversity (amended to include Positive Duty to prevent Sexual Harassment)	Feb 2025, March 2025
Social Inclusion, Gender Equality and Diversity Policy (amendments related to anti-racism)	Oct 2025