



4.1 Diversity, Equity and Inclusion Policy

Purpose

Red House Paediatrics acknowledges and respects Aboriginal and Torres Strait Islander People who are the traditional custodians of the land on which it conducts its business and delivers its services.

Red House Paediatrics is committed to fostering an inclusive, diverse, and respectful workplace where every employee, practitioner, patient, and community member feels valued and supported.

This policy outlines our commitment to providing a safe and discrimination free environment during medical consultation as well as in the practice environment. We are committed to providing equitable and culturally sensitive services to patients, families and caregivers.

Scope

This policy applies to all employees, practitioners, students, and any other individuals working within Red House Paediatrics.

Definitions

Diversity - The visible and invisible differences that exist between people including (but not limited to) disability, sex, sexual orientation, gender identity and intersex status, age, race, ethnicity, religion, culture, physical difference and relationship or parental status.

Equity - Ensuring everyone within the workplace is treated in a fair manner according to their individual needs and circumstances and adopting practices which provide everyone with equal opportunity.

Inclusion - Inclusion is valuing a person or group's diversity and actively providing opportunities for their full participation.

Discrimination - Discrimination is the unfair treatment of people based on characteristics like race, age, gender or disability

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Policy Statements

1. Commitment to Inclusion and Diversity

- We value the diversity of our workforce and the communities we serve.
- We strive to create a workplace culture where all individuals feel respected, included, and able to bring their full selves to work.
- We recognise and value the cultural heritage, history, and the continuing connection of Aboriginal and Torres Strait Islander people to their country and their land. We acknowledge and honour their joint and on-going contributions.

2. Anti-Discrimination

- Discrimination, harassment, and bullying based on race, ethnicity, gender, gender identity, gender expression, sexual orientation, disability, age, religion, or any other characteristic are strictly prohibited.
- Discrimination, harassment, and bullying based on marital, or family status, pregnancy, parenthood, breastfeeding, carer or family responsibilities are strictly prohibited.
- We are committed to providing equal opportunities in recruitment, employment, and advancement, ensuring fair treatment for all employees.
- We will take immediate and appropriate action in response to any reported incidents of discrimination, harassment, or bullying.

3. Culture and Diversity Competence and Safety

- We are dedicated to ensuring that our services are culturally safe and responsive to the needs of our diverse community.
- We will provide ongoing cultural competence training for management to enhance their understanding in inclusion and diversity.
- We review, and update our documents for inclusivity with our team so our workforce and community is reflected, and people can see themselves and feel recognised within our services

4. Support for Aboriginal and Torres Strait Islander Employees and Patients

- We are committed to creating a supportive and inclusive environment for Aboriginal and Torres Strait Islander people for employees and patients.
- We offer culturally appropriate support services and resources for Aboriginal and Torres Strait Islander patients, ensuring their health and well-being needs are met.
- We may suggest or refer patients onto local community Aboriginal and Torres Strait Islander services in complex situations to ensure the best care outcomes for patients.

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5. Monitoring and Reporting

- We will regularly review and assess our policies and practices to ensure they reflect our commitment to inclusion, diversity, and anti-discrimination.
- We encourage employees to report any incidents of discrimination, harassment, or bullying without fear of retaliation, and we will handle all reports with confidentiality and respect
- The practice commits to ongoing learning and improvement in providing culturally competent care to Aboriginal and Torres Strait Islander patients.

Responsibilities

- **Practice Principle:**

Responsible for championing and upholding this policy, ensuring it is effectively communicated and implemented across the organisation.

- **Managers:**

Responsible for fostering an inclusive and respectful work environment and promoting and organisational culture, which is diverse, equitable and inclusive.

Reporting, investigating and managing any incidents of discrimination or harassment.

Undertake training in diversity and inclusion regularly.

- **Employees:**

Responsible for treating colleagues, patients, and community members with respect and dignity in accordance with this policy.

Reporting any incidents of discrimination or harassment.

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