



## SOCIAL JUSTICE POLICY

Document No: A3764316

### 1.1 Objectives:

The purpose of this policy is to provide principles for Council to support decision making based on equity and inclusion for the community.

### 1.2 Regulatory Authority:

*Local Government Act 2009* (Queensland)  
*Disability Discrimination Act 1992* (Queensland)  
*Anti-Discrimination Act 1991* (Queensland)

*Racial Discrimination Act 1975* (Commonwealth)  
*Age Discrimination Act 2004* (Commonwealth)  
*Sex Discrimination Act 1984* (Commonwealth)

Ipswich City Council Corporate Plan 2012-2017  
Advance Ipswich  
Ipswich City Council Multicultural Access and Equity Policy  
Ipswich City Council Access and Equity Procedure

### 1.3 Policy Statement:

Ipswich City Council is committed to the principle that considerations of social justice should form a basis for decisions that affect the community it serves. This policy is underpinned by the following principles:

- Social justice is understood to include a fair distribution of power and, as far as practical, equal access to opportunity and the resources of the environment.
- Council recognises, that where necessary, affirmative action may be implemented to assist individuals and groups to obtain a status of equality.
- Council supports the elimination of all forms of direct, indirect and systemic discrimination against any member of its community.
- Council recognises that social justice in Ipswich must be enunciated taking into account all the citizens of Ipswich.
- Council strives to ensure that all members of the community are able to participate in Council activities, programs and services.
- Council recognises the uniqueness and value of each person in the community and strives to enhance and promote the dignity and rights of each individual.

An increased range of opportunities will be available to members of the community who may experience disadvantage through applying these principles. Some factors that may cause disadvantage include:

- Race, ethnicity and religion
- Age, gender and sexuality
- Physical and psychological ability
- Addiction and poor health
- Low or no education and employment
- Lack of affordable and accessible housing and transport
- Isolation and community networks

#### **1.4 Roles and responsibilities:**

All staff are responsible for understanding and implementing the Social Justice Policy.

#### **1.5 Policy Author:**

The Social Development Manager is responsible for reviewing this policy.

**Date of Council Resolution:** 19 March 2013

**Date of Review:** 15 February 2017

**Committee Reference and Date:** Policy and Administration Board No. 2013(02) of 5 March 2013 - City Management and Finance Committee No. 2013(03) of 12 March 2013

**No. of Resolution:** 7

**Date to be Reviewed:** 15 February 2019