

<b>Version Control and Objective ID</b>	Version No:	Objective ID:
<b>Approved by Council on</b>		
<b>Date of Review</b>		

## 1. Statement

Ipswich City Council upholds the principles of social justice –that is, equal rights and equal access to resources, wealth, opportunities, and privileges within society. As such, Council refers to these principles as the basis for decisions that affect the Ipswich community.

## 2. Purpose and Principles

The purpose of this policy is to provide principles for Council to support decision making based on access, equity and inclusion for the community. The following principles underpin Council’s commitment to equity and inclusion:

- 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
- Social isolation

**3. Strategic Plan Links**

This policy links to Ipswich City Council's Advance Ipswich (2015) Theme: Caring for the Community.

**4. 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)

**5. Scope**

This policy applies to all councillors, council staff, contractors, and others that act on Council's behalf to ensure they work in accordance with the policy principles and in accordance with the relevant legislation.

This policy does not apply to the responsibilities, commitments or actions of other levels of government or external service providers.

**6. Roles and Responsibilities**

Implementation of this policy is a whole-of-Council responsibility.

**7. Monitoring and Evaluation**

The effectiveness of this policy can be measured by:

- Broad and diverse community representation in Council consultation and planning.
- Council projects are informed by a robust community evidence base (including analysis of relevant demographic and socio-economic indicators)
- Council programs are designed to meet the diverse needs of current and emerging communities.

**8. Definitions**

Social justice – Equal rights and equal access to the resources, wealth, opportunities, and privileges within society.

Social inclusion – The process of improving the terms on which individuals and groups participate in society.

Equity – Fair access to the resources, opportunities and capabilities to learn, work, engage and have a voice.

**9. Policy Owner**

The Corporate Planning Manager - Performance Branch, Coordination and Performance Department is responsible for maintaining this policy.