

# Policy

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**Title:** Social Inclusion

**Category:** Community Services and Events

**Date Last Adopted:** 12 October 2020

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## 1. Objectives

To provide a policy position and set of guiding principles for the Council to support social inclusion across the organisation and reduce the risk of discrimination and exclusion.

The Policy demonstrates the Council's commitment to ensuring that each member of the community has the opportunity, choice and freedom to participate fully in the life of the City.

## 2. Background

The Policy was developed in response to community and staff engagement in the review of the Social Inclusion Strategy 2014–19 and builds upon the work delivered through the two previous Social Inclusion Strategies. The document provides a formal policy setting to guide the organisation.

## 3. Policy

### Policy Statement

In alignment with the Universal Declaration of Human Rights, the Council recognises the fundamental right of every individual to participate socially, culturally, economically, physically, spiritually and politically in society.

The Council acknowledges that each member of the community has their own set of strengths, skills and resources and that the contribution of these is of benefit to the whole community.

The Council recognises that not everyone's experience of our community is the same. We acknowledge the systemic barriers within the built, social and information environment that prevent people from thriving and contributing to society. Barriers include lack of employment opportunities, poverty, low literacy and numeracy, ill health, intimate and family violence, inadequate support services, stigma and discrimination and lack of housing affordability. These are challenges which the Council is committed to addressing through advocacy, partnership and direct action.

Council commits to building social inclusion and actively reducing discrimination on the ground of any attribute listed under section 16 of the Anti-Discrimination Act 1998. The Council commits to social inclusion and compliance with relevant anti-discrimination legislation in all aspects of council operations including strategic planning, service delivery, communications and design and delivery of public spaces.

## 4. Guiding Principles

The City of Hobart commits to the following guiding principles, derived from pillar focus areas within *Hobart: A community vision for our island capital*, to guide the application of this Policy:

<b>Respect for Diversity</b>	Pillar focus area 2.2.3
<b>Social Justice</b>	Pillar focus areas 2.2.7 and 2.2.8
<b>Capacity Building</b>	Pillar focus area 2.4.5
<b>Equal Access</b>	Pillar focus areas 2.5.3 and 7.3.2
<b>Community Safety</b>	Pillar focus area 2.6.3
<b>Holistic Approach</b>	Pillar focus area 2.5
<b>Care and Resilience</b>	Pillar focus area 2.6.1
<b>Partnership and Collaboration</b>	Pillar focus area 8.2.3
<b>Proactive, Responsive Engagement</b>	Pillar focus areas 8.5.3 and 6.6.2

## 5. Policy Scope and Implementation

The Policy applies to all City of Hobart Elected Members, employees, contractors and volunteers. The General Manager, Divisional Directors and Managers are responsible for ensuring alignment with the policy in all aspects of Council operations.

Implementation of the Policy is primarily delivered through the Social Inclusion Framework (under development) and underpinning Strategies and Community Commitments.

## 6. Legislation

### [Anti-Discrimination Act 1998 \(Tas\)](#)

Under the *Anti-Discrimination Act 1998 (Tas)*, it is discrimination when a person is treated less favourably than other people because they have a particular characteristic, such as their age, race, sex or disability. It is also discrimination when a person is disadvantaged compared to other people because they have a particular attribute. Attributes listed under the act are:

- Age
- Race
- Disability
- Irrelevant medical record
- Gender
- Gender identity
- Intersex variations of sex characteristics
- Breastfeeding
- Pregnancy
- Sexual orientation
- Relationship status
- Lawful sexual activity
- Marital status
- Family responsibilities
- Parental status
- Irrelevant criminal record
- Religious belief or affiliation
- Religious activity
- Political belief or affiliation
- Political activity
- Industrial activity
- Association with a person who has or is believed to have any of the other attributes.

### [Local Government Act 1993 \(Tas\)](#)

Division 2: 20. Functions and Powers

- (1) In addition to any functions of a council in this or any other Act, a council has the following functions:
  - (a) to provide for the health, safety and welfare of the community;
  - (b) to represent and promote the interests of the community;
  - (c) to provide for the peace, order and good government of the municipal area.
- (2) In performing its functions, a council is to consult, involve and be accountable to the community.

## Other Relevant National Legislation

- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)
- [Australian Human Rights Commission Act 1986](#)
- [Disability Discrimination Act 1992](#)
- [Age Discrimination Act 2004](#)

## 7. Risk

Alignment with this policy is seen to reduce the Council's reputational and legal risk by ensuring compliance with State and Federal legislation and responding to the community's expectations as set out in the Community Vision.

## 8. Related Documents

The Social Inclusion Policy is supported by the Social Inclusion Framework (currently under development). The Framework sets out the City's role in Social Inclusion and key focus areas for action.

A suite of underlying strategies and community commitments outline specific actions and goals within these areas of focus.

This Policy directly responds to *Hobart: A community vision for our island capital* and the *Capital City Strategic Plan 2019-29*.

<b>Responsible Officer:</b>	Director Connected City
<b>Policy first adopted by the Council:</b>	12/10/2020
<b>History</b>	Not applicable
<b>Next Review Date:</b>	Within 2 years of last review.
<b>File Reference:</b>	F20/118603