

Org1.6 Diversity, Equity and Inclusion

Purpose

1. To provide guiding principles on how P4 Movement can attract, nurture, respect, value and promote diversity in its connections, whether they be employees, Participants, collaborators or the broader community.

Alignment with Practice Standards

1. Module 1: Rights and responsibilities

Legislative Alignment

1. Fair Work Act 2009
2. Work, Health and Safety Act 2011
3. Privacy Act 1988
4. Australian Human Rights Commission Act 1986
5. NSW Anti-Discrimination Act 1977
6. Disability Discrimination Act 1992
7. Sex Discrimination Act 1984
8. Race Discrimination Act 1975
9. Age Discrimination Act 2004

Key Responsible Executive

General Manager

For More Support

General Manager

Policy Statement

1. P4 Movement is committed to supporting and nurturing diversity in the workplace and the community, recognising its value in contributing to effective outcomes for Participants and employees.
2. P4 Movement monitors its policies, procedures and processes to protect against practices that discriminate or exclude employees from fully participating in the workplace.
3. P4 Movement considers diversity in the workplace and amongst its Participants to cover many things, including demographic differences such as gender, age, language, ethnicity, sexual preference, cultural background and educational level, through to the many ways that a person's

beliefs and attitudes have been shaped such as life experience, work experience, socio-economic background, parental background, personality and marital status.

4. Diversity involves recognising not only the human rights rights of a person to live without discrimination, but also understanding, valuing and enabling an individual Participant or employee to express their beliefs, values, culture and perspectives.
5. P4 Movement recognises differences may arise between individuals values and beliefs and will work to support employees or Participants to respect these differences in each other through education, coaching and creating authentic, open communication within the organisation.

Procedures

1. Through its Quality Committee P4 Movement regularly examines its policies and procedures relating to:
 - a. recruitment, selection and hiring
 - b. promotion and movement between programs
 - c. training and development
 - d. work health and safety
 - e. remuneration and benefits
 - f. accommodation of special needs
 - g. harassment and discrimination
 - h. all other treatment and conditions of employment, including performance evaluations, grievance procedures and terminations
2. Through meetings and other avenues P4 Movement also conducts, on an ongoing basis, informal reviews of practices that require the participation of employees and Participants to:
 - a. identify any gaps between policy and practices relating to diversity in the workplace and for Participants
 - b. identify the organisational culture i.e. the values, beliefs, attitudes, norms and feelings throughout the organisation
 - c. assess the impact of the policies, practices and the organisational culture throughout the organisation
 - d. gather ideas about how to eliminate barriers and create opportunities and change within the organisation
3. Based on these reviews P4 Movement provides training to all employees in the areas identified as being in need of change and in the area of discrimination to help promote a more tolerant and equitable work and Participant delivery environment.
4. Other initiatives include:
 - a. training all staff involved in recruitment, in non-discriminatory recruitment practices
 - b. requiring all employees to participate in training programs to improve their skills or to develop new skills
 - c. providing opportunities for employees to share their knowledge and skills with colleagues
 - d. promoting and encouraging feedback from Participants and their support network
 - e. promoting P4 Movement as an equal opportunity employer.

References to other P4 Movement policies and external sources

1. CS1.1 Human Rights
2. CS2.1 Person Centred Practices
3. HR1 Code of Conduct
4. HR3 Workplace Diversity, Inclusion & Respect

Summary of attachments

1. Nil

Version Control

1. 1 April 2026 - New Policy Creation