



## **Individual Values and Beliefs Policy**

MAVERICK SUPPORTS

(ABN 65 674 503 274)

# Individual Values and Beliefs Policy

## 1.0 Purpose

People with disabilities have the same right as other members of Australian society to realise their full potential. They should be supported to participate in and contribute to social and economic life.

We support inclusion of, and access for people with disabilities to mainstream and community-based activities and other government initiatives (National Disability Strategy 2010-2020).

To inform the community of **Maverick Supports** service provision capacity, including the priority of access process and eligibility criteria requirements, we will encourage and manage requests for service from potential participants and referrals to and from other agencies.

**Maverick Supports** commits to cultural diversity and to support our participants by respecting their culture, values and beliefs. We will recognise and value the multicultural nature of Australian society and provide specific acknowledgement and support to the customs of Australian Indigenous people.

## 2.0 Scope

This policy focuses on the inclusiveness of all community groups and freedom from discrimination that belongs to all people, irrespective of their sexual orientation, gender identity, disability, race, sex, cultural and linguistic diversity, age and stage of development.

This policy applies to **Maverick Supports** staff and management engaged in working with participants.

## 3.0 Policy

**Maverick Supports** will deliver flexible services that are designed to meet the needs of diverse peoples. We will actively provide a work environment that supports, values and encourages cultural diversity by training our staff to develop their cultural understandings.

**Maverick Supports** will identify any real or potential barriers for the participant to access our services.

### Our strategies to ensure equity for all peoples may include:

- treating all people equally according to their human rights
- encouraging inclusion of all people regardless of their background, ethnicity, culture, language, beliefs, gender, age, sexual orientation, socioeconomic status, level of ability, additional needs, family structure or lifestyle
- promoting inclusive practices and ensuring the successful involvement of participants in the community to enable them to reach their goals and aspirations.

**Maverick Supports** will collaborate with the participant to identify their culture, diversity, values and beliefs. **Maverick Supports** acknowledges the participant's right to practice their cultures, values and beliefs. **Maverick Supports** will work with the participant to ascertain how and when they wish to participate in any religious or cultural practices. The team must respond sensitively to the participant's requirements and work with the participant to access their required supports.

**Maverick Supports** recognises, respects, promotes and celebrates the value of cultural diversity.

Our team will adopt and implement inclusive and culturally diverse policies and strategies.

**Maverick Supports** is committed to social inclusion and community participation, in both the delivery and expansion of services, for disadvantaged participants. Our team will work in partnership with the community, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse groups, people with different sexual orientations and those with disabilities.

To improve and support the varying needs of people with disabilities, their families and advocates, we will access links between other service systems.

**We will:**

- consult with our participants to facilitate the provision of fair, equitable and transparent services.
- work with services in the community to ensure our participants are provided with relevant contacts to other services and community networks to enable the development of their personal goals, outcomes and aspirations, in line with their support plan.
- actively encourage and support our participants to maintain personal networks, community connections and participate in their community.
- use networks and community engagement feedback to inform management processes.

**Maverick Supports** will gather information about participants' cultural beliefs, values and diversity. Participants' decisions and choices regarding their beliefs and cultural practices are supported and recorded in their support plan.

**Maverick Supports** commitment is to make sure people with disabilities are connected into their communities by:

- providing information on mainstream services and community activities which will benefit people with disabilities, as well as their families and advocates.
- contributing to relevant links and networks within the community
- encouraging participation and inclusion of people with disabilities by working in partnership with community organisations.

**Maverick Supports** is committed to identifying and liaising with other stakeholders. Stakeholder identification and contact are dependent on the participant and may include local community support organisations, job networks, training organisations and housing agencies.

**Maverick Supports** will uphold and promote the legal and human rights of all people and abide by the United Nations Convention on the Rights of People with Disabilities.

**Maverick Supports** will treat all people with courtesy, dignity and will recognise their human rights to self-determination and privacy.

Version	Approved	Date
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