

DISABILITY INCLUSION POLICY

Compliance with this Policy is mandatory

Commitment to Disability Inclusion

Save the Children Australia (SCA) firmly believes that people with disabilities must have their human rights and fundamental freedoms protected, promoted and upheld, in accordance with domestic laws in Australia and International Law, including the UN Convention on the Rights of the Child (CRC) and the UN **Convention on Rights of Persons with Disabilities (CRPD)**. **Save the Children's global strategy is focused** on reaching the most marginalised and deprived children in the work that we do.

SCA will operationalise this strategy in our domestic and international program portfolio by actively addressing the needs of children with disabilities in the projects we deliver. In our workplace, we will make inclusion a priority and take steps to make each part of the business more inclusive and accessible to people with temporary, episodic or permanent disabilities.

This policy is a demonstration of our commitment to the attainment of rights for children and adults with disabilities and outlines our approach to disability inclusion and mandatory requirements for the organisation. The Disability Inclusion Policy is applicable to all areas of the business operated by SCA - Employees, Contractors, Volunteers and Implementing partners.

Disability Inclusion at Save the Children Australia – our approach

1. **Results at Scale:** To achieve transformative change we will promote disability inclusion across our organisation, both through organisational policies and practices and through our engagement with other Save the Children offices. We will invest in staff training to equip staff with the awareness, knowledge and skills to make disability inclusion a reality in the workplace. We will also work with **Save the Children's global family to forge greater commitment and resources for** this cross-cutting issue.
2. **Build Partnerships:** SCA will build partnerships for disability inclusion by collaborating with government, private sector and civil society organisations who share a common vision for disability inclusion. We will work with all partners to identify and implement best practice solutions for overcoming inequalities for adults and children with disabilities.
3. **Innovate:** SCA will seek to deliver high-impact and high-quality programming by identifying and addressing the barriers to the realisation of rights for children with disabilities with a specific focus on the added vulnerabilities - gender identity, age, ethnicity, migration status etc.
4. **Advocate:** will promote, protect and uphold the rights of people living with disabilities through public and private advocacy, including promoting the participation of children with disabilities to be advocates and agents of change.

Mandatory Requirements

1. People & Culture will ensure that the induction program includes a requirement for all new employees, contractors and volunteers to read and familiarise themselves this Policy.
2. Senior Management takes responsibility for socialising this Policy and action plan within their teams. The International and Australian Programs teams will be responsible for socialising the Policy with external implementing partners.

3. The Disability Inclusion Action Plan is used by Disability Inclusion Working Group Members to support the implementation of this Policy in each department. The Plan will include targets and accountability measures to support the achievement of this Policy. The Plan will be updated every two years to demonstrate sequential achievements and areas for improvement towards a more inclusive and accessible organisation.

Refer to Disability Action Plan 2018-2020 for specific details on planned activities and targets.

| Previous Version | Current Version | Comments | Author | Approved by Executive Committee | Approved by | Review Date |
|------------------|-----------------|--|--|---------------------------------|-----------------|-------------|
| | 1.0 Aug 2009 | Draft of policy | PRAD | | Status unknown | Aug 2009 |
| 1.0 | 2.0 Nov 2011 | | | | | Nov 2011 |
| 2.0 | 3.0 Nov 2013 | Updates and revisions | V Bell, Head of PQ | S Gilbert, Director Programs | BPRC | Nov 2013 |
| 3.0 | 4.0 Oct 2015 | New Policy Format | Stuart Schaefer, Director International Programs | 10 Nov 2015 | BPRC 25/11/15 | Q4 2017 |
| 4.0 | 5.0 August 2018 | New Policy Format Updates and Revision | Susan McGowan Disability Inclusion Technical Advisor | August, 2018 | BPRC 28/11/2018 | Q3 2020 |