

POLICY

Diversity and Inclusion

<p>Diversity and Inclusion Statement</p>	<p>Commitment Southern Rural Water is committed to ensuring that all our people feel respected, valued and included and have access to equal opportunity, which encourages them to contribute to their full potential.</p> <p>We want to attract and bring people to our workplace with new and different perspectives and experiences, which will enhance innovation and performance at SRW.</p> <p>Objective Southern Rural Water will provide a safe, healthy, diverse and caring workplace that as a minimum meets legal obligations and complies with all applicable laws.</p>
<p>Definitions</p>	<p><u>Diversity</u> is about the mix of people in SRW. It includes the differences between people in how they identify in relation to their age, caring responsibilities, cultural background, disability, gender, Indigenous background, sexual orientation, and socio-economic background and their profession, education, work experiences and organisational role.</p> <p><u>Inclusion</u> is getting this mix to work – creating an environment where a diversity of people are respected, connected and progressing and contributing to SRW’s success. Inclusion occurs when a diversity of people experience:</p> <ul style="list-style-type: none"> - Feeling valued and respected for who they are in their working environment. - Feeling connected to and accepted by their co-workers, - Opportunities to develop their career and progress. - The encouragement to contribute their talents to SRW.
<p>Effective date and review date</p>	<p>This policy takes effect 4 December 2019.</p> <p>It is due for board review in October 2021.</p>
<p>Who is affected</p>	<p>This policy applies to directors and employees of Southern Rural Water.</p>
<p>Rationale</p>	<p>Diversity is central to innovation. It brings forth new and better ways of doing things, helps us to harness the benefits of technology and improve the efficiency and quality of our services. Inclusion is the key to unlocking this potential. When we value workplace diversity and inclusion we see benefits such as higher employment engagement, improved performance, greater innovation, retention of talent, improved employee wellbeing and lower level of unlawful behaviours such as harassment and discrimination.</p> <p>The Diversity and Inclusion Policy provides a guide to:</p>

	<ul style="list-style-type: none"> - effectively embed and support a diverse workforce and inclusive workplace for all SRW employees. - the approach the board will take and guide our commitment to diversity targets and objectives. - our recruitment process, the development of our Diversity Action Plan and other activities around diversity and inclusion.
Contact	For more information on this policy contact the Manager People and Culture.
Related documents	<p>Code of Conduct for the Victorian Public Sector – State Services Authority</p> <p>SRW Policy – Staff Behaviour Regarding Equal Opportunity, Discrimination, Harassment, Human Rights, Bullying and Violence Policy.</p> <p>SRW Policy – Traditional Owners</p> <p>State Government Financial Reporting Direction 22</p> <p>SRW’s Corporate Instruction 59 – Discrimination Harassment Sexual Harassment Victimisation Vilification and Bullying</p>
Communications	This policy will be made available on SRW’s website and Wiki.