

## Aboriginal and Torres Strait Islanders Service Delivery



<b>Policy No.</b>	3.2	<b>Version No.</b>	2
<b>Approved date</b>	July 2021	<b>Approved by</b>	Management Committee
<b>Review frequency</b>	Every two years	<b>Last review</b>	July 2022
<b>Supporting Documents</b>	United Nations Declaration on the Rights of Indigenous Peoples		
<b>Associated Legislation</b>			

### 1. PURPOSE

Stepping Stone wishes to acknowledge the Turrbal, Jagera/Yuggera, Kabi Kabi and Jinibara Peoples as the Traditional Owners of the land where Stepping Stone now stands and recognise that this land has always been under their custodianship. We pay our respect to Elders past and present and to emerging community leaders.

Stepping Stone is committed to providing services and supports that meet the needs of Aboriginal and Torres Strait Islander people. Stepping Stone will ensure all staff are trained in culturally appropriate actions and requirements and that they work collaboratively with local Aboriginal and Torres Strait Islander people.

### 2. SCOPE

This policy applies to all staff, members, volunteers, students and Management Committee members.

### 3. POLICY STATEMENT

It is the policy of Stepping Stone to create a safe and welcoming environment for everyone. This policy intends to ensure that any members who identify as ATSI are able to engage in our services in a way that meets their individual needs. If required, staff will collaborate with Aboriginal and Torres Strait Islander community members to support members in achieving their self determined goals.

### 4. PROCEDURES

A variety of procedures may be implemented including, but not limited to:

- incorporating symbols and images that reflect the indigenous culture in our marketing material, on our website and in our environment.
- displaying a Statement of Traditional Owners.

**Commented [MR1]:** I don't think these points are necessary here, and the wording of them is icky.

- clarifying if a member identifies as an Aboriginal and Torres Strait Islander.
- contacting and maintaining networks with local Aboriginal and Torres Strait Islander communities.
- working with community networks for the benefit and support of the member as requested.
- establishing communication processes for maintaining an individual's indigenous supports .
- working with other services, in a coordinated manner, to enhance supports for the member where requested.
- researching and supporting community events for members and sharing this information with all staff workers and the wider Stepping Stone community.
- collaborating with local communities in the provision of services, referrals and continuity of supports.
- provide cultural competency training to all staff in order to ensure staff are able to capably implement Aboriginal or Torres Strait Islander cultural competence strategies.

## 5. ROLES AND RESPONSIBILITIES

Role	Responsibilities
<b>Leadership team</b>	<ul style="list-style-type: none"> <li>● Ensure all staff, members, volunteers, students and Management Committee are aware of the guidelines in this policy</li> </ul>
<b>Staff, members, volunteers, students.</b>	<ul style="list-style-type: none"> <li>● Ensure you are aware of and adhere to the guidelines in this policy.</li> </ul>

