



Diversity and Inclusion Policy

Version: 1

Date: 23 August 2024

Next review due by: 19 August 2027

Developed by: People & Culture; Strategy, Quality & Improvement

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Authorised by: Board of Directors

Issued To: All Employees

PURPOSE

The purpose of the Diversity and Inclusion Policy is to promote a safe, respectful and inclusive environment for all our people, including residents, clients and employees.

PEOPLE THIS POLICY APPLIES TO

This policy applies to all people performing work for a Regis group entity either as a:

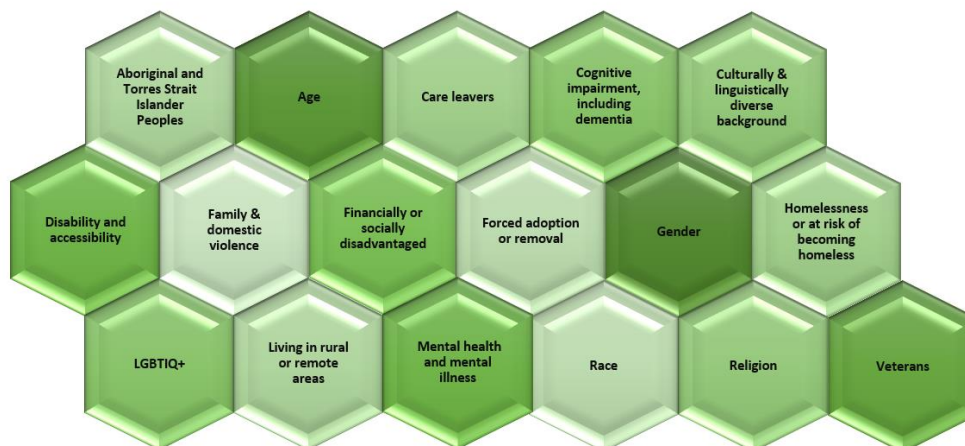
- Direct employee (Employee) employed via an employment contract with a Regis Group entity; or
- Indirect employee (Worker) such as an agency worker, contractor, sub-contractor, student, trainee or unpaid volunteer in a Regis Group entity workplace.

POLICY

Regis embraces diversity in all its forms by welcoming our residents, clients, families and employees for who they are and what they bring. We nurture an inclusive and safe environment where everyone is heard, respected and valued.

Diversity and Inclusion at Regis

Diversity refers to the varied characteristics, identities, needs and life experiences that make each person unique and shape the way they view the world. This may include the following characteristics:



Inclusion is when people feel valued, respected, engaged, heard and connected. This may include the need to make reasonable adjustments to ensure full participation of diverse individuals.

Regis will continuously improve our approach to diversity and inclusion.

Guiding Principles

The following principles guide our approach to diversity and inclusion at Regis:

- Treat everyone with respect and dignity;
- Recognise the need for an intersectional approach, acknowledging that people may identify with a range of diversity characteristics;



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- Ensure that everyone feels welcome to make a unique and meaningful contribution regardless of their role;
- Identify and eliminate barriers to participation;
- Promote inclusive practices to reduce bias, discrimination and harassment; and
- Celebrate diversity in all its forms.

Roles and Responsibilities

Supporting diversity and inclusion is everyone's responsibility.

Position	Accountable for
Board	<ul style="list-style-type: none"> • Creating a culture of a safe, respectful and inclusive environment for all our people • Role modelling inclusive leadership • With respect to governance: <ul style="list-style-type: none"> ○ Board: having overall responsibility for the diversity and inclusion strategy at Regis ○ Clinical Governance Committee: responsibility for resident and client diversity and inclusion ○ People and Remuneration Committee: responsibility for employee diversity and inclusion
Executive Leadership Team	<ul style="list-style-type: none"> • Executing and implementing the diversity and inclusion strategy • Role modelling inclusive leadership • Building diverse teams • Creating a safe, respectful and inclusive environment for all our people
Chief People Officer	<ul style="list-style-type: none"> • Functional accountability for diversity and inclusion as applicable to employees
EGM Strategy, Quality and Improvement	<ul style="list-style-type: none"> • Functional accountability for diversity and inclusion as applicable to residents and clients
People Leaders	<ul style="list-style-type: none"> • Demonstrating inclusive leadership practices • Modelling behaviours that promote diversity and inclusion • Building diverse teams • Creating a safe, respectful and inclusive environments for all our people
All employees	<ul style="list-style-type: none"> • Treating all people with dignity and respect and ensuring their needs and preferences are supported and respected in line with Regis values and Code of Conduct • Contributing to creating a safe, respectful and inclusive environment

DIVERSITY AND INCLUSION APPROACH FOR THE WORKFORCE

Providing an inclusive workplace that is free of harassment and discrimination enables Regis to attract and retain diverse talent which enables greater innovation, productivity and engagement and in turn the provision of high quality care to our residents and clients.

Our approach to diversity and inclusion applies to all people practices, ensuring that decisions are made fairly and without bias. These include but are not limited to: recruitment, retention, promotion, succession

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planning, access to training and career development, access to flexible working arrangements, performance and remuneration review.

In order to maintain a diverse and inclusive workplace Regis will review its ongoing approach via activities such as:

- Employee perceptions via our annual Employee Engagement Survey and periodical pulse surveys;
- Collection and analysis of employee data and workforce practices such as flexible working; and
- External benchmarking.

Each year the Board will set measurable objectives with a view to progressing towards increased diversity at all levels of Regis including at Board and management level. In relation to gender diversity, the Board has set targets in accordance with the ASX Corporate Governance Principles and Recommendations including:

- Maintaining gender pay parity;
- Increasing female representation in management positions; and
- Retaining a gender balanced Board and Executive.

The People and Remuneration Committee is responsible for the review and oversight of the Employee Experience components of this Policy. In executing this role, the People and Remuneration Committee will, with the appropriate support and input from management:

- Review on an annual basis
 - the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective;
 - performance against agreed measurable objectives; and
 - the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation; and
- Report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.

DIVERSITY AND INCLUSION APPROACH FOR RESIDENTS AND CLIENTS

Our residents and clients are unique individuals with rich and varied histories, characteristics, identities, interests and life experiences. This shapes and influences the way they wish to receive care.

To ensure that residents and clients are treated with dignity and respect, and receive quality, person-centred and culturally safe care, Regis will implement systems and processes to support our employees to:

- Identify each person’s diversity characteristics and life experiences and use those to guide care planning and delivery;
- Identify individual communication needs and preferences, and facilitate appropriate communication supports as required;
- Deliver care that meets the individual’s needs in accordance with current, evidence-based practice;
- Support residents and clients to maintain relationships and social connections relevant to their background and needs;
- Engage with residents and clients in a way that is right for them, free from judgment and assumptions;



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- Provide timely, accurate, tailored and sufficient information in a way that the person understands; and
- Involve family/representative as appropriate.

The Clinical Governance Committee (CGC) oversees the development and implementation of the diversity and inclusion strategy as it relates to older people from diverse backgrounds. In fulfilling its role, the CGC is responsible for making recommendations to the Board in relation to ensuring that the care and services are accessible to, and appropriate for people from diverse backgrounds.

DEFINITIONS

Term	Definition
Diversity	Refers to the varied characteristics, identities, needs and life experiences that make each person unique and shape the way they view the world.
Equal Employment Opportunity (EEO)	Employment and management practices that give everyone equality of opportunity in the workplace.
Inclusion	Inclusion is when people feel valued, respected, engaged, heard and connected. This may include the need to make reasonable adjustments to ensure full participation of diverse individuals.
Intersectionality	Refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation.

KEY LEGISLATION, ACTS AND REFERENCES

Federal legislation	State legislation
<ul style="list-style-type: none"> • Aged Care Act • Fair Work Act 2009 • Sex Discrimination Act 1984 • Racial Discrimination Act 1975 • Age Discrimination Act 2004 • Disability Discrimination Act 1992 • Workplace Gender Equality Act 2012 • National Disability Insurance Scheme Act 2013 	<ul style="list-style-type: none"> • NSW Anti-Discrimination Act 1977 • Queensland Anti-Discrimination Act 1991 • SA Equal Opportunity Act 1984 • Tas Anti-Discrimination Act 1998 • Vic Equal Opportunity Act 2010 • WA Equal Opportunity Act 1984 • NT Anti-Discrimination Act 1992

Others

- Australian Government Aged Care Diversity Framework
- Diversity Council Australia

LINK TO QUALITY STANDARDS and REQUIREMENTS

Standard 1	Consumer dignity and choice	1(3)(a), 1(3)(b), 1(3)(c)
Standard 2	Ongoing assessment & planning with consumers	2(3)(b)
Standard 4	Services and supports for daily living	4(3)(b)



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Standard 5	Organisation's service environment	5(3)(a)
Standard 6	Feedback and complaints	6(3)(b)
Standard 7	Human resources	7(3)(b), 7(3)(c), 7(3)(d), 7(3)(e)
Standard 8	Organisational governance	8(3)(b), 8(3)(c)

NDIS Practice Standards and Quality Indicators – Core Module Rights and Responsibilities

LINK TO RELATED POLICIES AND PROCESSES

- Domestic and Family Violence Policy
- Flexible Working Policy
- Leave Policy
- Equal Employment Opportunity Policy
- Recruitment Policy
- Code of Conduct (The Regis Way)
- Sexual Harassment Policy
- Workplace Discrimination, Harassment and Bullying Policy
- Interpreting Services Policy
- Charter of Aged Care Rights
- NDIS Code of Conduct
- Acknowledgment of Country and Welcome to Country - How to guide

KEYWORDS

Diversity, Inclusion, EEO, Equal Employment Opportunity

VERSION HISTORY / AUTHOR / CONTRIBUTORS

Version	Date Created	Sections Changed	Created/ Amended by
1	June 2024	New policy. Supersedes 'Diversity policy' and 'Inclusivity policy.'	People & Culture; Strategy, Quality & Improvement