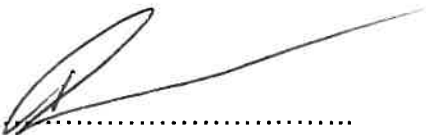




Community Cultural Relations Policy

DOCUMENT AUTHORISATION

RESPONSIBLE OFFICER:		MANAGER OF COMMUNITY SERVICES (MCS)			
REVIEWED BY:		MANEX			
REVIEW DUE DATE:		June 2025			
VERSION NUMBER:		4			
DOCUMENT NUMBER:		NA			
VERSIONS:	DATE:	RESOLUTION NO:	DESCRIPTION OF AMENDMENTS:	AUTHOR / EDITOR:	APPROVED / ADOPTED BY:
4	23/06/2022	17.06/22	Update purpose of the policy and applicability under new policy template. Update relevant acts and policies of Council and dates thereof. Remove unnecessary commentary regarding Harmony Day. Insert explanatory note regarding Census figures.	CALS	Council
3	27/06/2019	12.06/19	NA	MCS	Council
2	26/05/2016	18.05/16	NA	MCS	Council
1	26/02/2013	14.05/13	NA	MCS	Council

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 General Manager

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 02/08/2022
 Date

ACKNOWLEDGEMENT OF COUNTRY

Glen Innes Severn Council acknowledges and pays respect to the Ngorabul people as the traditional custodians of this land, their elders past, present and emerging and to Torres Strait Islander people and all First Nations people.

PURPOSE

The purpose of this policy is to:

- To have an inclusive community where diversity is respected and valued and where all people are included without prejudice or disadvantage; and
- To embrace the Principles of Multiculturalism.

APPLICABILITY

This policy applies to:

- All Council staff;
- Councillors;
- Volunteers; and
- Customers.

OUTCOMES

Under the *NSW Local Government Act 1993*, the Council's Charter outlines councils' responsibility "to provide after due consultation, adequate, equitable and appropriate services and facilities for the community and to ensure that those services and facilities are managed effectively and efficiently" and that they "exercise their functions in a manner that is consistent with and actively promotes the principles of multiculturalism."

This Policy will focus on the needs of people whose first language is other than English, or whose country of birth is not Australia.

ROLES AND RESPONSIBILITIES

That the changes made to the Community Cultural Relations Policy will be distributed by the Manager of Community Services to all Managers for highlighting at team meetings.

POLICY STATEMENT

Cultural values underpin our sense of locality, country, and part of a region with its diversity of people and memories - the cultural values and associated activities and assets stimulate a socially, environmentally, and economically prosperous “place”.

RELEVANCE TO COMMUNITY STRATEGIC PLAN AND LEGISLATION

Glen Innes Severn Council developed the current Community Strategic Plan in 2022 - 2032. This Community Strategic Plan has been developed in keeping with the legislative requirements using Social Justice Principles and the NSW Office of Local Government’s Integrated Planning and Reporting Guidelines for Local Government in NSW - September 2021.

The Community Cultural Relations Policy directly links to goals of the Community Strategic Plan 2022 – 2032, specifically Goal 1.3 - Encourage Opportunities for Cultural Expression.

In the 2016 census, 580 people living in the Glen Innes Severn Local Government Area were born overseas – a rise of 33 people since the 2011 census. Of that number, 93.1% were proficient in speaking English, compared to the Australian average of 88.7%. (Note. Census figures for 2021 not available until October 2022)

Please see the table below for the comparison between the 2011 and the 2016 figures.

Overseas Born Population - Proportion of Total Population - Census	2011	2016
Born in Oceania and Antarctica (excluding Australia) (%)	0.9	1
Born in North-West Europe (%)	3.8	3.4
Born in Southern and Eastern Europe (%)	0.3	0.3
Born in North Africa and the Middle East (%)	--	0.2
Born in South-East Asia (%)	0.3	0.5
Born in North-East Asia (%)	0.2	0.3
Born in Southern and Central Asia (%)	0.1	0.5
Born in Americas (%)	0.3	0.2
Born in Sub-Saharan Africa (%)	0.3	0.2
Total born overseas (%)	6.2	6.6

Most people in Glen Innes speak only English at home, however, 168 speak a language other than English at home, with the most spoken languages being Chinese, German, Japanese, Arabic, Dutch and derivatives of these languages. Three (3) people identified their only language used at home as **Australian Sign Language (Auslan)**.

Principles of Multiculturalism

The *NSW Community Relations Commission and Principles of Multiculturalism Act (2000)* legislates for the NSW Charter of Principles for a Culturally Diverse Community. The Principles of Multiculturalism provide guidance to public authorities on recognising and promoting the benefits of cultural diversity in NSW. They are:

Principle One:

All individuals in New South Wales should have the greatest possible opportunity to contribute to, and participate in, all aspects of public life in which they may legally participate.

Key Objective 1: Leadership

- Glen Innes Severn Council will exercise its functions in a manner that is consistent with, and actively promotes the Principles of Multiculturalism;
- Council promotes inclusion for **Culturally and Linguistically Diverse (CALD)** individuals and consults regularly for ways to break down barriers to involvement in public life; and
- Council will undertake to seek multicultural representation in consultation, and on relevant committees.

Principle Two:

All individuals and institutions should respect and make provision for the culture, language, and religion of others within an Australian legal and institutional framework where English is the common language.

Key Objective 2: Community Harmony

- Glen Innes Severn Council promotes acknowledgement and respect for the rich cultural diversity within our community. Individuals and groups who have been born in a country other than Australia, or whose first language is not English, are a valued part of the Glen Innes Severn Community; and
- Harmony Day celebrations are a way of recognising the diversity of our community and providing a focus for understanding the needs of CALD community.

Principle Three:

All individuals should have the greatest possible opportunity to make use of and participate in relevant activities and programs provided or administered by the Government of New South Wales.

Key Objective 3: Access and Equity

- Glen Innes Severn Council will promote strategies, including the use of telephone interpreters' services and provision of documents in languages other than English,
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which facilitate access to services, including those targeting special needs groups; and

- Council will provide training in working with CALD community members for relevant staff.

Principle Four:

All institutions of New South Wales should recognise the linguistic and cultural assets in the population of New South Wales as a valuable resource and promote this resource to maximise the development of the State.

Key Objective 4: Economic and Cultural Opportunities

- Glen Innes Severn Council recognises and values the contribution made by CALD individuals in the community and will promote involvement in business and other economic activities; and
- Council will endeavor to ensure that the needs of the CALD community are included in all areas of service delivery, planning and policy.

LEGISLATION AND SUPPORTING DOCUMENTS

Relevant Legislation, Regulations and Industry Standards include:

- *NSW Local Government Act 1993;*
- *Integrated Planning and Reporting Guidelines for Local Government in NSW - September 2021; and*
- *NSW Community Relations Commission and Principles of Multiculturalism Act (2000).*

Relevant Council Policies and Procedures include:

- Community Strategic Plan 2022 - 2032; and
- Cultural Plan 2022 – 2025.

VARIATION AND REVIEW

The Community Cultural Relations Policy will be reviewed every three (3) of years, or earlier if deemed necessary, to ensure that it meets the requirements of legislation and the needs of Council. The term of the Policy does not expire on the review date, but will continue in force until superseded, rescinded or varied either by legislation or a new resolution of Council.
