

Reconciliation Action Plan Policy

1 Applies to

This Policy applies to:

- All Calvary staff
- All Calvary services

2 Purpose

Consistent with our values of hospitality, healing, stewardship and respect, Calvary is committed to developing a Reconciliation Action Plan which will support Calvary's staff and services contribute to the reconciliation of Australia. This initiative demonstrates the [Spirit of Calvary](#) and our [Mission, Vision and Values](#).

We are committed to building a culture where First Australian patients, residents, clients, local communities and staff are respected, valued and culturally safe. Our Policy will assist national office and our services to develop a locally targeted Reconciliation Action Plan, engaging with the Aboriginal and Torres Strait Islander community and to support all our staff to create opportunities for meaningful actions for reconciliation.

The purpose of a RAP is to provide the organisation with a framework to encourage and enhance reconciliation through identified activities and practices that can be implemented locally. These actions will aim to foster positive and respectful relationships with Aboriginal and Torres Strait Islander communities and more broadly, the wider Australian community.

Identified actions through a Calvary RAP will include increasing the cultural awareness of our organisation, all our staff and ensure that Calvary is respectful of the welfare and human rights of First Australians as we allocate resources; embed policies and develop and design our services.

Calvary's national RAP, endorsed by Reconciliation Australia, will cascade a range of initiatives that sites can adapt to best suit their service. Calvary is committed to developing a culture which affirms life and healing, a culture which promotes the common good through just and compassionate health, aged, disability and community services that meet the needs of Aboriginal and Torres Strait Islander peoples.

3 Responsibilities

LCMHC Board; National Executive Committee Team (NELC) and Senior Management

- The Board and NELC of Calvary are responsible for the governance of the organisation
- The principles and requirements of the Reconciliation Action Plan Policy are applied, achieved and sustained
- Ensure that Calvary services adhere to this policy
- Service level Reconciliation Action Plans progress is reported on through the Mission Accountability Framework
- Staff on Reconciliation Action Plan working groups are released to attend these meetings
- Annual reporting to Reconciliation Australia on progress of the Reconciliation Action Plan

Staff

- All staff members are aware of Calvary's Reconciliation Action Plan
- Participate, where appropriate, on Reconciliation Action Plan working groups in their service
- Where appropriate, support the initiatives from the Reconciliation Action Plan, including during significant events such as Reconciliation Week and NAIDOC Week

4 Policy

Compliance with Reconciliation Australia

Calvary will form a working group and using the framework provided by Reconciliation Australia, develop a Reconciliation Action Plan. Community consultation will occur with peak bodies such as National Aboriginal and Torres Strait Islander Catholic Council (NATSICC) and relevant National Aboriginal and Torres Strait health and disability organisations.

The Reconciliation Action Plan will be set out in the key areas of Relationships; Respect; Opportunities; and Governance and Tracking Progress. This list will be refined in consultation with the RAP action group. Initiatives could include:

- Establish an effective governance structure to develop and deliver a national RAP
- Support local services to plan and implement reconciliation strategies and initiatives, linked to the National RAP
- Provide opportunities for Aboriginal and Torres Strait Islander staff and external stakeholders to identify and engage with the RAP
- Develop a relationship with the National Aboriginal and Torres Strait Islander Catholic Council (NATSICC) and engage with other relevant peak bodies
- Provide opportunities for all staff to improve their cultural awareness and competency
- Report on RAP progress to staff and external stakeholders
- Implement reconciliation strategies and initiatives
- Develop a national protocol for Welcome to Country and Acknowledgement of Country
- Establish a welcoming environment at all sites and services
- Enable Aboriginal and Torres Strait Islander people to identify within our services and undertake analysis of any disparities in outcomes to allow improvements to be made

5 Assessment & Review

A requirement of a Reconciliation Action Plan is annual reporting on initiatives to Reconciliation Australia.

Calvary will encourage sites to develop a Reconciliation Action Plan with initiatives that cascade from the national plan.

6 Related Calvary Documents

- [Mission, Vision and Values](#)
- [Spirit of Calvary](#)

7 Definitions

- **Employee** for the purposes of this policy refers to:
 - Every Calvary employee
 - Contractors/sub-contractors and any of their employees whilst engaged on work for Calvary
 - Visiting Medical Officers
 - Volunteers and unpaid employees
 - Students on placement
 - Researchers
 - Partners and visitors (e.g. Medirest, Local Health District employees)
 - Consultants or consultants' employees whilst on Calvary work and
 - Agents who are acting on behalf of Calvary
- **First Australian** means an Aboriginal and or Torres Strait Islander person
- **LCMHC Board** means the National Board of Directors of Calvary
- **Mission Accountability Framework** means the report that articulates mission related outcomes
- **National Executive Leadership Committee** means the direct reports to the National Chief Executive Officer, including National Director of People and Corporate Services, National Director of Mission, National Director of Clinical Governance, National Chief Financial Officer, Deputy NCEO, and National Director of Legal, Governance and Risk
- **Reconciliation Action Plan** means the framework for organisations to support national reconciliation
- **Reconciliation Australia** means the national expert body on reconciliation in Australia
- **Senior Management** means any person appointed (or any person acting in place of such officer) to assume executive responsibility for the management of the Service
- **Service(s)** means Calvary Health Care ACT; Calvary Health Care Bethlehem; Calvary Health Care (Newcastle); Calvary Health Care Sydney; Calvary Health Care Adelaide; Calvary Private Health Care Canberra; Calvary Bruce Private Hospital; Calvary Health Care Riverina; Calvary Health Care Tasmania; Calvary Retirement Communities; Calvary Community Care; and such other names as Services may be known by from time to time
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