Islamic Relief Australia

ISLAMIC RELIEF AUSTRALIA

Disability Inclusion Policy V1.0

DOCUMENT STATUS:	APPROVED	DOCUMENT TYPE:	FINAL APPROVED
DATE OF LAST MODIFIED:	22.04.2022	DATE OF APPROVAL:	22.04.2022
POLICY OWNER:	CEO	DATE OF NEXT REVIEW:	22.04.2024
POLICY LEAD:	Director Programs	APPROVING BODY:	BOT
POLICY SCOPE:	All	ACCESS TYPE:	EXTERNAL

REVISIONS OR CHANGES IN THIS DOCUMENT		
VERSION NUMBER	DATE	DESCRIPTION OF REVISION / CHANGES
V1.0	22.04.2022	First Version Published

Contents

Disability Inclusion Policy (Programs)

ABBREVIATIONS

ADDC - Australian Disability + Development Consortium

GDS - Global Disability Summit

OPDs - organisations of persons with disabilities

DEFINITIONS

Disability-inclusion means persons with disabilities, in all their diversity, and within the framework of the Convention on the Rights of Persons with Disabilities:

- Meaningfully participate in the decisions that affect their lives.

- Have their rights promoted, including equal access to assistance and services.

- Have their disability-related concerns addressed.

INTRODUCTION

The Disability Inclusion Policy outlines Islamic Relief Australia's position with regards to incorporating disability inclusion in all the work it undertakes. It sets out Islamic Relief Australia's commitment to address issues of inequalities when dealing with people with disability. Islamic Relief Australia will promote and apply a human rights-based approach to disability inclusion to ensure that any person with a disability, including men, women, children, and the elderly can actively engage with and benefit from human rights.

POLICY STATEMENT

The purpose of this Disability Inclusion Policy is to set out Islamic Relief Australia's' organisational commitment to the inclusion of people with disabilities and to uphold the rights and fundamental freedoms in accordance with domestic and international laws, specifically the United Nations Convention on the Rights of Persons with Disabilities (CRPD). It is also in line with Islamic Relief's commitments to the Global Disability Summit (GDS). This Disability Inclusion Policy is an extension to our Equality, Diversity, and Inclusion framework.

SCOPE

The policy will therefore be accountable to all of Islamic Relief Australia's' stakeholders including:

- Project right-holders
- Partner organisations and their employees
- Interns
- Deployees
- Volunteers
- Contractors
- Employees
- Executive members
- Board

EXCLUSIONS

None.

OBJECTIVES

Islamic Relief Australia, as a member of the Islamic Relief family, assists all people regardless of their race, gender, religion, or other factors. Islamic Relief values and respects persons with disabilities as part of human diversity and promotes inherent dignity, individual autonomy and independence of both adults and children with disabilities. Islamic Relief aspires to a human rights approach to disability which acknowledges persons with disabilities as individuals with, inherent dignity and equal rights and places them at the centre of decisions that affect their lives. This policy is aligned with international frameworks as well as Islamic Relief Australia's own policies and frameworks.

This policy applies most specifically to program staff who are involved in the design, development and implementing of humanitarian and development work. It equally applies to all staff and board members who are expected to be inclusive of all people, including people with disability. As Islamic Relief Australia is part of the Islamic Relief Worldwide Family, this policy is aligned with Islamic Relief Worldwide's Disability Inclusion Policy. This alignment is important as Islamic Relief Australia works closely with Islamic Relief Worldwide. Where Islamic Relief Australia implements with other organisations, Islamic Relief Australia will ensure that these organisations have similar policy that addresses the issue of Disability Inclusion in their programmatic approach.

In objectives of the policy are underpinned by the following guiding principles:

- 'Nothing about us, without us' – Islamic Relief Australia will work with persons of disabilities and their representative organisations as opposed to making plans on their behalf.

- Mainstreaming across the organisation – Islamic Relief Australia will mainstream disability inclusion across all of its services and activities. This includes accessible communication material; inclusive recruitment process; disability awareness raised in training and induction;

accessible grounds and buildings for staff with disabilities; disability needs assessments prior to project design phase.

- Intersectionality – disability intersects with other diversity areas, especially gender equality and sexuality, age, cultural diversity, indigenous people, and people in remote locations. Women and girls experience multiple disadvantages resulting from the interplay between poverty and discrimination on the basis of gender and disability. IRAUS is committed to an intersectional approach (both internally and externally) to disability inclusion which links to its commitment on gender equality.

- Programming – Islamic Relief Australia will adopt the widely accepted twin track approach to programming:
  - o All programs will consider people with disabilities from design phase
  - o Specific initiatives will be implemented that respond to the needs of people with disabilities.

POLICY IN ACTION

The policy guides and frames the way the organisation approaches and implements disability inclusion. This is at an internal and external level. Islamic Relief Australia undertakes to implement the following actions to ensure that the policy is UpToDate and is embedded throughout our work.

- Regularly review national policies and legislation including DID4All and ADDC, ensuring all staff are up to date with relevant changes.

- Prioritise and systematise training, learning and inclusive recruitment to raise awareness of the rights and capacities of persons with disabilities.

- Do more to ensure its colleagues represent the diversity of the communities we support. This means taking deliberate measures to accommodate persons with disabilities in recruitment processes and in the workplace; supporting professional development and advocating for inclusive education to ensure the talent pool is more diverse.

- Engage with organisations of persons with disabilities (OPDs) and promote the participation of persons with disabilities in decision making.

- Implement programs which address attitudinal and institutional barriers to participation and seek to empower and build the capacities of persons with disabilities.

- Ensure participation of persons with disabilities in decisions relating to the design, planning, implementation, and M&E of programs.

Islamic Relief Australia will review the implementation of the policy. In particular, Islamic Relief Australia will:

- Consult with persons with disabilities about how the policy has been implemented and how it has impacted their experience engaging with Islamic Relief Australia. These could be project participants, donors, members of staff or partner organisation, members of the public.

- Ask for feedback from other key stakeholders including internal staff.

- Review the latest evidence on disability inclusion

- Review peer organisations policies to see if there is anything else we can integrate into our policy.

POLICY ANNEXES

Documents

ACID (no date) Australian Council for International Development: Guidance for the Development of a Disability Inclusion Policy.

WorldBank (no date) Disability Inclusion Overview, World Bank. Available at: https://www.worldbank.org/en/topic/disability (Accessed: 12 April 2022).

United Nations, 2021, Disability Inclusion Strategy (Revised).

United Nations, 2022, Convention on the Rights of Persons with Disabilities (CRPD)

Frameworks

- 2006 - UN Convention on the Rights of Persons with Disabilities.
  - o Article 11 – Protection of persons with disabilities in crisis settings.
  - o Article 32 – Inclusion of persons with disabilities in development programmes.
- 2015 – Sendai Framework for Disaster Risk Reduction - emphasis on inclusion and accessibility.
- 2015 – Agenda for Sustainable Development - political commitment - Leave No One Behind to achieve SDGs for all groups by putting the last first.
- 2016 – Agenda for Humanity
  - o Core Responsibility #5 - Leave No One Behind - 'include the most vulnerable'
  - o Grand Bargain – Participation revolution

- o Charter on inclusion of persons with disabilities in humanitarian action
- 2017 — Humanitarian Inclusion Standards for older people and people with disabilities
  - o Based on CHS and member of HSP
- 2018 — Global Disability Summit Charter for Change - joint commitments relating to leadership and representation of persons with disabilities; stigma and discrimination; inclusive education; assistive technology; humanitarian action; and data, amongst others.
- 2019 - IASC Guidelines on inclusion of persons with disabilities in humanitarian action - developed by and with organisations of persons with disabilities.

DISABILITY INCLUSION PROCEDURE

PROCEDURE STATEMENT

PURPOSE

The procedures and requirements outlined in this section ensure that disability is both incorporated and embedded in all the work that Islamic Relief Australia undertakes. Inclusion, in all respects, is a key and fundamental part of our work.

PROCEDURE STEPS AND ACTIONS

Islamic Relief Australia understands that strengthening disability inclusion in our programmes begins at the project design phase. Needs assessments will reveal the barriers that need to be addressed to facilitate participation in the project by children and adults with disabilities and a specific budget will be allocated to ensure that these barriers are properly addressed. Islamic Relief Australia also will endeavour to assist within the bounds of reasonable accommodation. Reasonable accommodation means that individuals and institutions will modify their procedures or services (accommodate), where this is necessary and appropriate, either to avoid imposing a disproportionate or undue burden on

persons with disabilities or to enable them to exercise their human rights and fundamental freedoms on an equal basis with others.

A) Programme processes

1. Engagement with organisations of persons with disabilities (OPDs) and promoting the participation of persons with disabilities in decision-making (GDS 3)

Islamic Relief Australia will take deliberate and evidence-based action to strengthen persons with disabilities' leadership in political and public life. This will include:

- Implementing programmes which address attitudinal and institutional barriers to participation and seek to empower and build the capacity of persons with disabilities

- Ensuring participation of persons with disabilities in decisions relating to the design, planning, implementation, monitoring, and evaluation of Islamic Relief Australia programmes.

Islamic Relief Australia will engage with OPDs and seek opportunities to collaborate for the following purposes:

- Gain access to the expertise of persons with disabilities, to their experience and their knowledge of the situations in which they live.

- Generate skills and knowledge within Islamic Relief Australia to make programming more inclusive, informed and supported by affected populations.

- Build mutual capacity for inclusive disaster response.

- Ensure continuity of action, because OPDs remain after a crisis or disaster ends

- Improve advocacy for the protection of persons with disabilities.

In contexts where OPDs are not present, or their operations have been disrupted, for example, in situations of mass displacement, Islamic Relief Australia will find alternative methods for engaging with persons with disabilities and their families and encourage their participation in decision-making, such as:

- Inviting persons with disabilities to join community or camp committees to develop risk and mitigation strategies
- Identifying qualified individuals who have a range of disabilities and are of different ages and gender and recruit them as staff members and volunteers.
- Facilitating the formation of formal and informal groups (such as peer-support groups of persons with disabilities and their families) and build the capacity of these groups to represent their constituencies in governance structures or in management and coordination of a humanitarian response.

ii. Learning and improving the knowledge and understanding of staff (GDS 4)

Islamic Relief Australia will:

- Take deliberate measures to prioritise and systematise training, learning and inclusive recruitment to raise awareness of the rights and capacities of persons with disabilities.
- Islamic Relief Australia will seek opportunities to collaborate on staff training with OPDs and specialised agencies at global, regional, national and local levels.
- Islamic Relief Australia will involve persons with disabilities in the development and facilitation of training on disability inclusion.
- Disability will be mainstreamed within all other mandatory training, such as the existing online modules on PSEA, gender justice, and safeguarding.
- Islamic Relief Australia will mainstream disability in project/programme evaluations. This means collecting disability data and involving persons with disabilities in the design and implementation of the evaluation.
- Research Islamic perspectives on disability inclusion to provide foundations for future policy and practice which is consistent with the values of Islamic Relief Australia and the broader Islamic Relief family.
- Expand the cadre of Protection & Inclusion coordinators and empower them to develop and apply technical skills on disability inclusion with a cross-cutting mandate.
- Islamic Relief Australia will do more to ensure its colleagues represent the diversity of the communities we support. This means taking deliberate measures to accommodate persons with

disabilities in recruitment processes and in the workplace; supporting professional development and advocating for inclusive education to ensure the talent pool is also more diverse.

iii. Disability data (GDS 11)

Islamic Relief Australia will:

- Take deliberate action to accurately identify persons with disabilities in target communities and amongst our right-holders, services users, and project participants such as:
    o Engaging with key informants from OPDs or other local organisations.
    o Using the Washington Group Questions in individual or household surveys.
    o Provide training to staff and community volunteers to be able to identify children with disabilities as well as adults with disabilities who are caregivers of at-risk children.
- Collect sex, age, disability data on access barriers in needs assessment and monitoring tools
- Develop detailed standard operating procedures tailored to the common requirements of Country Offices (or mainstream disability in existing SOPs) on disability data collection and analysis
- Systematically include persons with disabilities in data collection processes for needs assessment (e.g. surveys, KIIs, FGDs) and monitoring (e.g. user satisfaction surveys, post-distribution monitoring, feedback mechanisms, independent monitoring).
- Set and report against sex, age, disability disaggregated targets for project outcomes
- Provide mandatory training on disability data and the WGQs for MEAL staff.

iv. Feedback and complaints processes (GDS 1)

Islamic Relief Australia will:

- Engage with local OPDs and consult with persons with disabilities on a systematic basis about their preferences, particularly people with difficulties with communication. This will help to build trust.
- Provide information about the project outputs, professional standards, and means of providing feedback and complaints in accessible formats. For example, leaflets with images and easy-to-read/plain language. Explain the value of providing feedback and anticipate concerns of reprisals

- Integrate awareness raising about the rights of persons with disabilities into community meetings and orientation sessions. Women and children with disabilities may require specific sessions to address the barriers they face.

- Use a wide range of proactive and passive methods for collecting feedback, including FGDs with groups of persons with disabilities and household visits. Ensure diverse representation of men, women, youth with different disabilities.

- Budget sufficiently for inclusive accountability processes, including costs relating to providing information in accessible formats and providing reasonable accommodations to meet individual requirements (e.g. transportation, mobile credit for complaints committee members).

- Use technology to facilitate inclusion (e.g. freephone digital call systems, voice recorders, kobo, Facebook, WhatsApp) whilst remembering that persons with disabilities may not have access to mobile devices or an internet connection.

- Whenever possible ensure persons with disabilities can provide feedback autonomously and confidentially without interference from family members and support persons unless this is requested by the individual.

- Value the experiences and opinions of persons with disabilities and prioritise safety & dignity during feedback and complaints processes and respond to their concerns in a timely manner and in accordance with a rights-based approach.

- Record all forms of feedback whether collected proactively, informally or through passive mechanism such as complaints boxes or hotlines. And wherever possible record the sex, age and disability of the person providing the feedback.

- Use this data to monitor whether persons with disabilities are accessing the various mechanism and conduct regular consultations to monitor barriers and find solutions.

- Collaborate with other actors to share anonymised monitoring data to improve services which depend on integration with services provided by other actors. This is particularly relevant in urban and camp settings.

- Seek opportunities to learn and innovate with respect to more inclusive and effective feedback and complaints mechanisms.

- Develop detailed standard operating procedures tailored to the common requirements of Country Offices (or mainstream disability in existing SOPs) on including persons with disabilities in feedback and complaints processes.

B) Programme content
i. Tackling stigma and discrimination (GDS 5)

Islamic Relief Australia will:

- Work in collaboration with faith-sensitive organisational and organisations of persons with disabilities to investigate the positive and negative implications of faith and faith institutions on the protection of persons with disabilities during humanitarian crises and develop resources which will enable humanitarian actors to employ faith-sensitive approaches for addressing disability-relating protection risks, including stigma and discrimination.
- Mainstream disability in faith-sensitive programmes approaches and methodologies, such as engagement of faith leaders.

ii. Accessible infrastructure (GDS 6)

Islamic Relief Australia will:

- Use principles for universal design to ensure that physical and communication infrastructure are accessible to persons with disabilities.
- Facilitate participation of persons with disabilities in design and monitoring of infrastructure through systematic engagement with OPDs.
- Improved data collection and accountability processes to monitor whether facilities are accessible.
- Provide additional support to access physical spaces, facilities, or information in line with the right of persons with disabilities to reasonable accommodations. Projects will offer individual solutions on demand such as transportation, assistive devices and covering costs of accompaniment by caregivers. Islamic Relief Australia will develop a SOP for the provision of reasonable accommodations.

- Systematically include costs in budgets for improving physical accessibility, providing reasonable accommodations, and providing specialized non-food items (NFIs), assistive devices, mobility equipment and accessible communications. iii. Inclusion of persons with disabilities in livelihoods programming (GDS 8).

iii. Inclusion of persons with disabilities in livelihoods programming (GDS8)

Islamic Relief Australia will:

- Design livelihoods interventions and set selection criteria which respects the right of persons with disabilities to work

- Put in place measures to improve accessibility of distributions, markets, training, workplaces etc. as well as provide reasonable accommodations to meet the individual access and participation requirements of persons with disabilities.

- Conduct targeted activities to build the confidence and skills of persons with disabilities to enable them generate income and provide for themselves and their families

- Islamic Relief Australia will endeavour to ensure that the individuals concerned are given a choice of they access distributions for example, whether to collect the items themselves or have them collected by a proxy.

- When using proxy collectors or a 'buddy-system', Islamic Relief Australia will take steps to reduce the risk of exploitation by using a robust verification procedure and obtaining informed consent from the recipient at all stages.

- Islamic Relief Australia will initiate internal pilot programmes; learn from evidence from external initiatives; as well as generate evidence and learning by thoroughly evaluating inclusion in projects.

iv. Targeted programming (GDS 7)

Islamic Relief Australia will:

- Adopt a twin-track approach to disability-inclusive programming combining mainstreaming with specific targeted interventions, as defined in the UN Disability Inclusion Strategy:

- o Embed a twin-track approach to disability inclusion in Country Office strategies informed by intersectional analysis based on the social model of disability.

- o Consider all elements of the community-based inclusive development framework when designing targeting programming

- o Undertake targeted interventions which are evidence-based and address the full range of issues facing persons with disabilities including barriers to accessing services; heightened risks of violence, abuse and exploitation; and exclusion from decision-making.

C) Cross-cutting

Intersection of gender and disability (GDS 12)

Islamic Relief Australia will:

- Adopt a nuanced approach based on multi-dimensional protection risk analysis and integrated multi-sector responses implemented in partnership with multiple stakeholders representing the diversity of the population we serve.

- Ensure participation of women with disabilities in needs assessments leading to superficial intersectional analysis.

- Collaborate with women-led OPDs and organisations of women with disabilities

- Incorporate into gender analysis consideration of barriers to participation and meaningful access women and girls with disabilities, older women, and women who may be excluded for other reasons.

- Address the gendered needs of women and girls with disabilities through a twin-track approach, combining the following components:

  - o Mainstream programmes and interventions designed for the whole population, which are inclusive of women and girls with disabilities (in terms of both access and participation).

  - o Targeted programmes and interventions which address the specific risks and requirements of women and girls with disabilities (in terms of both needs and empowerment).

- Set targets disaggregated by sex, age, and disability will strengthen accountability and incentivise better data to inform more inclusive and protection-sensitive programming.

END OF POLICY DOCUMENT