



PUBLIC SECTOR COMMISSIONER'S CIRCULAR

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Equal Opportunity Commission

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Supersedes: Premier's Circular 2005/07

**TITLE: IMPLEMENTATION OF THE POLICY FRAMEWORK FOR
SUBSTANTIVE EQUALITY**

POLICY

Departments represented on the Strategic Management Council (listed in the attachment to this Premier's Circular) are required to negotiate annually the scope of implementation for [The Policy Framework for Substantive Equality](#) (the Policy Framework) with the Commissioner for Equal Opportunity (the Commissioner).

While this requirement does not apply to any other public sector entities, all are encouraged to be aware of the intent and substance of the Policy Framework.

The Commissioner will request each participating Chief Executive Officer to nominate a member of their Corporate Executive to be the departmental contact for this process. Chief Executive Officers will remain responsible for the implementation of the Policy Framework.

Each participating Chief Executive Officer is then required to negotiate annually the scope of the framework's implementation with the Commissioner, which will involve:

- identifying the area or division within the department in which the Policy Framework will be implemented for that year; and
- identifying the Policy Framework's objectives and timeframes for that year.

Chief Executive Officers are also responsible for ensuring that the Policy Framework is reflected appropriately in operational, strategic and departmental plans and for ensuring that achievements in implementing the Policy Framework are reported in the Annual Report.

BACKGROUND

As recognised in the Western Australian Charter of Multiculturalism, the Government of Western Australia is committed to identifying and eliminating institutional barriers wherever they exist.

The Government released the Policy Framework in December 2004 and announced the establishment of the Substantive Equality Unit in the Equal Opportunity Commission in June 2005.

Substantive equality recognises that while some systems may outwardly appear as non-discriminatory, they may not, in fact, be fully responsive to the needs and aspirations of different people and groups, which can result, unwittingly, in inequalities.

The objective of the Policy Framework is therefore to achieve substantive equality in the Western Australian public sector by:

- eliminating systemic racial discrimination in the provision of public sector services; and
- promoting sensitivity to the different needs of client groups.

The Policy Framework assists participating departments to identify institutional barriers to service delivery and provides clear direction to address those barriers in a phased approach over a number of years, as agreed with the Commissioner.

For all participating departments, the Substantive Equality Unit will provide training on substantive equality and will oversee, support and facilitate implementation of the Policy Framework.

Further information and [The Policy Framework for Substantive Equality: A Summary Guide for Chief Executive Officers](#) can be obtained from the Equal Opportunity Commission's website at www.eoc.wa.gov.au



M C Wauchope
PUBLIC SECTOR COMMISSIONER

Other relevant Public Sector Commissioner's Circulars:	n/a
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DEPARTMENTS REPRESENTED ON THE STRATEGIC MANAGEMENT COUNCIL

1. Agriculture and Food
2. Attorney General
3. Child Protection
4. Communities
5. Commerce
6. Corrective Services
7. Culture and the Arts
8. Disability Services Commission
9. Education and Training
10. Environment and Conservation
11. Fisheries
12. Health
13. Housing
14. Indigenous Affairs
15. Local Government and Regional Development
16. Mines and Petroleum
17. Planning and Infrastructure
18. Premier and Cabinet
19. Public Sector Commission
20. Racing, Gaming and Liquor
21. Sport and Recreation
22. State Development
23. Treasury and Finance
24. Water
25. Western Australian Police