



Diversity, Equity and Inclusion Statement

February 2026



St John

ST JOHN NSW VALUES

Our values define who we are. They guide our actions and behaviour. They influence the way we work with each other, our customers and communities.



RESPECT

We are ambassadors for St John. We are respected for the work that we do and the way that we do it. We recognise our strength comes from our diversity. We have the courage to be authentic and true.



INTEGRITY

We do the right thing. We are honest and trustworthy. We are accountable for our actions and take ownership of our shared goals. We are there when you need us. You can depend on us.



LEADERSHIP

We are the custodians of our future. We enable our teams to grow and succeed. We lead by example and learn from our mistakes. Our passion and commitment engage and inspire.



COMMUNICATION

We are sincere in our voice and actions. We share ideas and listen to each other, our customers and community. We are open and transparent in all that we do.



COLLABORATION

We work best when we work together. We care for our colleagues and our community. We take initiative, generate new ideas and embrace change. We share success. Together we can make a difference.

Document Control

Version	Date	Author/s	Comments/ Key Changes
v1.0	Feb 2026	Michelle Smith	Diversity Statement recommended by WGEA
v1.1			

Acknowledgement of Country

We acknowledge the Traditional Owners of this land and the many Aboriginal tribes of New South Wales. We pay our respects to Elders, past present and emerging and acknowledge Aboriginal peoples' connection to Country, culture, and heritage.

Our Commitment

St John NSW understands the paramount importance of diversity, equity, and inclusion in our organisation. We believe that embracing diversity not only strengthens our organisation but also enhances the quality of our service to the community. We aim to cultivate an environment where everyone can thrive and value what makes each of us different. Diversity and Inclusion is an integral part of delivering our business objectives of serving our communities by building an innovative culture by attracting, engaging and retaining skilled, diverse members who enhance the quality of our service to the community.

We are committed to the inclusion and support of all people, including but not limited to, race, culture, ethnicity, gender, sexuality, age, religion, social circumstances and ability and have embedded the principles of diversity, equity, and inclusion in everything we do. St John is supportive of the LGBTQIA+ community from recruitment through to our participation in various events throughout the year.

Diversity and inclusiveness are identified in our Values & Behaviour Policy which embraces respect, integrity, leadership, communication, and collaboration and plays an integral part in how we behave and form decisions at St John.

Within our organisation these guiding principles are adopted from recruitment through to skill building and career progression and core to our workplace and volunteering culture.

Recruitment

We foster an environment where everyone is valued and respected starting from recruitment and onboarding conversations.

Opportunity

All members are all treated fairly and equally and are given recognition based on their contribution and performance.

Diversity practices

We support flexible work practices, ensure a diverse representation in our organisation, and provide an equal opportunity for growth. All members' voices are given every opportunity to be heard through both informal communications and formal communication such as Engagement Surveys.

All members' voices are supported through formal consultation mechanisms, including engagement surveys and structured feedback processes, which are used to inform organisational actions and policies relating to diversity, equity, and gender equality

Culturally aware

We ensure cultural awareness through the acknowledgement of key cultural and religious events and awareness days.

To achieve these guiding principles, we are dedicated to raising awareness and understanding of diversity, equity, and inclusion issues within St John NSW. We encourage open dialogue and constructive conversations to promote a culture of learning and continuous improvement.

Externally these principles are key to the partnerships we develop, the individuals and organisations we collaborate with and the communities we serve. Everything we do from training in first aid to saving lives is free from discrimination and bias.

Impacting on both internal members and external communities, St John NSW is also currently embarking on a Reconciliation Action Plan journey to play our part in social impact and take meaningful action to advance reconciliation, improving relationships, respect and opportunities for Aboriginal and Torres Strait Islander people.

We are all united in our mission to save lives and keep our communities safe.

Who to contact with questions?

If you would like further information, please contact ppc@stjohnnsw.com.au

The Procedure will be reviewed every 3 years or as required.





St John

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