

## 1.1 Access and Equity Policy

Workforce Partners Australia (WPA) is committed to the goals of equal opportunity and affirmative action in vocational education, training and employment, respecting the diversity of our society. WPA encourages social cohesion and participation in training and employment and works with staff, apprentices, trainees, hosts and the community to increase understanding, awareness and respect for difference, and to build trust, cooperation and respect among diverse communities.

These goals are to ensure that all employees and applicants for employment have the opportunity to participate in vocational education, training and employment despite barriers, actual and perceived, of language, geographic location, religion, culture, prior educational experience, work and social experiences, religion, gender, values and beliefs, and age.

All WPA employees have the right to access to the same training and employment opportunities offered to all. It is responsibility of each employee to respect the rights of their fellow employees and to support and promote the achievement of equity in employment.

All members of the Board, management team and field team support these principles which are also a legislative requirement.

The Director Operations is responsible for implementation of the Access and Equity Policy and will work closely with the management team, host employers and employees to achieve this.

### **Workforce Partners Australia Diversity and Inclusiveness Clause:**

WPA values and promotes diversity, fairness and inclusiveness in the workplace and is committed to ensuring workplace diversity and inclusiveness through establishing proactive strategies, policies and procedures. WPA aims to ensure that all employees, clients, business partners and stakeholders are treated with respect, dignity and fairness to ensure WPA promotes inclusiveness and positive working relationships.

WPA is committed to recognising the value of diversity and inclusiveness in the workplace and ensures that work practices promote equal opportunity and are non-discriminatory.

Workforce Partners Australia adheres to the principles of Access and Equity in all of its operations including marketing, recruitment, monitoring, support, governance and administration. Examples of where Access and Equity is demonstrated by operating with specialist organisations to assist in the recruitment and support of apprentices/ trainees facing barriers to training and employment include collaboration with – local disability services, Headspace, ACFE providers, local family violence services.

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