

## Access and Equity Policy

### PURPOSE

STATUS Employment Services recognises the importance of providing quality facilities and services to assist people from all sections of the South Australian community to achieve their employment and training goals.

To ensure that the Organisation provides the level of service expected from its clients, particularly those with special needs or disabilities, this Access and Equity Policy has been developed.

Not only does this document clearly set out the Access and Equity position of the Organisation, it ensures that these principles are incorporated into future planning processes regarding facilities, services and policies.

### CONTEXT

STATUS Employment Services is contracted by Commonwealth and State Governments to deliver employment and training related services to the community, and as such accepts its responsibilities to deliver these in a fair and equitable manner.

The Organisation's approach to access and equity complies with the following documents:

- The Disability Employment Services Programs Service Guarantee
- The Jobs Services Australia Service Guarantee
- The Employment Services Code of Practice
- The Language, Literacy and Numeracy Service Providers Code of Conduct
- The Trainers and Skills Commission (South Australia) Standard Code of Practice

The Organisation's Access and Equity Policy is also in line with the standards of the Australian Quality Training Framework.

## **THE ACCESS AND EQUITY OPERATING PRINCIPLES**

1. The Organisation's training and employment services are delivered in a non-discriminatory, open and respectful manner.
2. The Organisation's staff are appropriately skilled in access and equity issues, including cultural awareness and sensitivity to the requirements of clients with special needs or disabilities.
3. The Organisation's facilities are updated to provide access to clients of all levels of mobility, and physical and intellectual capacity.
4. Client selection for training and employment opportunities is conducted in a manner that includes and reflects the diverse client population.
5. The Organisation actively encourages the participation of clients from groups traditionally disadvantaged in the labour market and, indeed, specifically offers services to those most in need of assistance.
6. The Organisation provides culturally inclusive language, literacy and numeracy training that assists clients in meeting personal, training and employment goals.
7. The Organisation is accountable for its performance in adhering to the principles of this policy, and welcomes feedback as part of its quality improvement system.

## **RELEVANT LEGISLATION**

The following State and Commonwealth legislation reinforces the importance of having an Access and Equity Policy, as well as providing a legal framework for each of the Organisation's Access and Equity Operating Principles:

- The Equal Opportunity Act, 1984 (South Australia)
- The Racial Discrimination Act, 1975 (Commonwealth)
- The Sex Discrimination Act, 1984 (Commonwealth)
- The Disability Discrimination Act, 1992 (Commonwealth)
- The Occupational Health, Safety and Welfare Act, 1986 (Commonwealth)
- Affirmative Action (Equal Employment Opportunity for Women) Act, 1986 (Commonwealth)
- The Racial Vilification Act, 1996 (South Australia)

## **YOUR COMMENTS**

If you have any suggestions as to how we can improve our performance with respect to access and equity, or if you would like further information on anything included in this policy, please contact David George, Access & Equity Contact Officer on telephone 8377 0101 or facsimile 8377 3911.