

Hospitality Group Training Inc
POLICY AND PROCEDURE

TITLE **Access and Equity**

PURPOSE **This Policy explains access and equity principles and the requirement for them to be considered in the development of other relevant policies and procedures**

Access essentially refers to the fact that opportunities should be available to everyone who is entitled to them regardless of where they live, and should be free of any form of discrimination on the basis of birthplace, language, culture, race or religion.

Equity means that services should be delivered on the basis of fair treatment to clients who are eligible to receive them.

Hospitality Group Training shall ensure that the access and equity principles are considered when developing or reviewing any policy or procedure.

Hospitality Group Training recognises the importance of providing quality services to assist Indigenous Australians. Hospitality Group Training strives to ensure that the decision making process reflect a commitment to student access and equity.

Hospitality Group Training believes in the inherent value and worth of each person. Hospitality Group Training respects and nurtures the diversity, cultural heritage, life experience, ways of knowing, unique potential and capabilities of each person. Hospitality Group Training focuses on encouraging personal reflection on our values and on our visions for individuals, families and communities. We recognise that it is the commitment and work of individuals within groups that transforms organisations and individuals.

HGT staff are appropriately knowledgeable in access and equity issues, including cultural awareness and sensitivity to the requirements of participants with special needs. Our planning, recruitment and evaluation processes are responsive to the needs of, and feedback from, our present and future host companies, trainees and apprentices.

HGT observe and meet all relevant legal and contractual rights and obligations pertaining to access and equity, intellectual property and all other services.

Information related to the Hospitality Group Training Access and Equity Policy will be made available to students and Host employers via induction handbooks and the HGT website.

HGT acknowledged that the following Commonwealth legislation provides a legal framework for the HGT Access and Equity plan.

Racial Discrimination Act 1975

Sex Discrimination Act 1984

Human Rights and Equal Opportunity Commission Act 1986

Disability Discrimination Act 1992

Equal Opportunity for Women in the Workplace Act 1999

These Policies and procedures and made available to all staff, students and host employers via the HGT website and induction process.