

# Diversity

## 1 GROUP TRAINING ORGANISATION (GTO) NATIONAL STANDARDS

WPC Group is a GTO, committed to meeting the following national compliance standard/s:

Standard 2 – Monitor and Support apprentices and trainees to completion

2.1: The GTO provides services that meet the individual needs of apprentices and trainees to facilitate the continuity of the National Training Contract to completion and the quality and breadth of the training experience.

## 2 DIVERSITY POLICY

WPC Group operate within a diverse and multicultural society and a diverse workforce will contribute to its success.

WPC Group will manage diversity throughout the organisation and respect diversity in the wider community.

## 3 PURPOSE

To support diversity within the business and when recruiting apprentices, trainees and staff and use it to its competitive advantage.

To be a flexible and responsive Group Training Organisation and an employer of choice by managing diversity throughout the organisation, and respecting diversity in the wider community.

## 4 SCOPE

This policy applies to employees, apprentices, trainees, contractors and Directors of WPC Group.

Diversity can be defined as any characteristic that helps shape a person's attitude, behaviour, perspective and interpretation of what is normal.

## 5 KEY RESPONSIBILITIES

### General Manager

- Promote this policy

## 6 POLICY

WPC Group recognise and accept each other as unique individuals and treat each other with respect and dignity.

WPC Group source and retain human talent to ensure business growth and performance for its own organisation and that of its Employer Partners.

WPC Group recognise that each employee/apprentice/trainee brings their own unique capabilities, experiences and characteristics to their work. The organisation values this diversity at all levels.

WPC Group recruit people from all backgrounds; different cultural, linguistic and national backgrounds to provide valuable knowledge and understanding of its customers in local markets.

WPC Group believe that different points of view resulting from diversity promotes innovation and business success. Managing diversity makes the business more creative, flexible, productive and competitive.

WPC Group will leverage the benefits of a diverse workforce.

Employees recognize and respect similarities as well as differences in individual characteristics such as gender, race, age, ethnic cultural background, sexual orientation, disability, religion, education, life experience and marital status.

At WPC Group, it is everyone's responsibility to act in a manner which will create and maintain a workplace environment that supports diversity and is free from discrimination, hostility and harassment.

To benefit from a diverse workforce, WPC Group has identified individuals from under-represented backgrounds for recruitment. These are but are not limited to:

- Aboriginal and Torres Strait Islanders (ATSI).
- People from Culturally and Linguistically Diverse (CALD) backgrounds.
- Disadvantaged and disengaged youth.
- Women in non-traditional trades or occupations.
- People with an intellectual or physical disability.
- People who seek to re-enter employment following a physical or mental health occurrence.
- People who experience employment discrimination .
- Mature age people seeking a career start or career change.
- Migrants and refugees.
- LGBTI or gender and sexually diverse people.

## 7 RECORDS

Related documents/forms/policies	Storage
Code of Conduct – Internal Policy	Intranet
Code of Conduct – Apprentice and Trainee Policy	Intranet
Equal Opportunity, Discrimination and Harassment Policy	Intranet
Access and Equity – Internal Policy	Intranet
Access and Equity – Apprentice and Trainee Policy	Intranet
Privacy Policy	Intranet

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