

**Apprenticeships
R US**



Multiculturalism Policy

Purpose

To provide information and guidance about Multiculturalism Policy

Scope

All Apprenticeships Are Us staff, apprentices and trainees.

Policy Statement

Australian society contains many cultures, the members of which are, by rights, all entitled to equality of opportunity and of social justice. Visitors to and temporary residents in Australia are entitled, so far as the law permits, to the same consideration as citizens enjoy. These principles are accepted by the Apprenticeships Are Us in all its dealings.

It is expected that the implementation of the Apprenticeships Are Us Policy on Multiculturalism will contribute to efficiency and equity in recruitment, mentoring, management and community services of this Group Training Organisation.

Principles

1. To recognise the multicultural character of the Australian society and the opportunities for Apprentices and Trainees.
2. To encourage staff, apprentices and trainees of Apprenticeships Are Us to respect a diverse range of cultural value systems.
3. To facilitate the contribution and successful participation of staff and students from diverse ethnic and cultural backgrounds.
4. To render support to Apprenticeships Are Us staff, apprentices and trainees from various backgrounds whose work environment may be affected by different cultural expectations and/or language problems.
5. To make use of the cultural capital brought to Apprenticeships Are Us by the staff, apprentices and trainees from diverse cultural and language backgrounds in order to achieve the organisations mission.

Procedures

Apprenticeships Are Us appreciates and values highly the cultural and linguistic diversity of its staff, apprentices and trainees.

Specific actions will be undertaken to ensure that all benefits arising from such diversity are utilised by Apprenticeships Are Us and the broader community. These benefits include the skills and knowledge gained outside Australia or as a result of dealing with people from different cultures, the languages spoken by staff, apprentices and trainees in the workplace and the cross-cultural communication skills.

The benefits of international cooperation with other group training organisations, institutions and individuals are also recognised and promoted by Apprenticeships Are Us.

As one of the leading providers of international education programs in Australia, Apprenticeships Are Us will ensure that the academic programs are culturally inclusive in their content and delivery. The staff of the Apprenticeships Are Us will make every effort to respond to the diverse needs of students. Research

investigation into cultural diversity, multiculturalism and specific needs of staff, apprentices and trainees from diverse backgrounds will be encouraged.

Understanding and knowledge of other cultures and cross-cultural skills will be highly regarded in all new appointments and ongoing mentoring.

Staff with cross-cultural skills and knowledge of specific cultures, languages, educational, legal, political or religious systems will be involved in culturally inclusive mentoring and pre apprenticeship programs and with other group training organisations.

Acknowledging that Apprenticeships Are Us and wider community will benefit from a richer cultural and intellectual life, Apprenticeships Are Us offers equal access to and participation in employment and education to all people regardless of their racial, ethnic, cultural, linguistic or religious backgrounds.

Philip Perdikaris

Chief Executive Officer