

Apprenticeships
Are Us



MULTICULTURALISM POLICY



PURPOSE

The purpose of this policy is to ensure Apprenticeships Are Us Limited engages with and plans effectively for the needs and well-being of people from culturally and linguistically diverse backgrounds.

OBJECTIVE

The objectives of the policy are to ensure that people from multicultural backgrounds are acknowledged and included in all our recruitment and engagement strategies and that people from diverse backgrounds are celebrated and acknowledged. Apprenticeships Are Us Limited aspiring to create social inclusion for people from diverse backgrounds: particularly for children and young people, older people, and people with disability, and particularly in education and employment.

Multicultural policy encompasses projects and programs that respond to cultural diversity within the provision of our services; as well as broader approaches for building equitable participation including industry relations, access and equity, social justice, equal opportunity and anti-racism and participation.

DEFINITIONS

People from multicultural backgrounds include those who were not born in Australia, including those who speak a language other than English at home. Many of the second-generation family members in multicultural communities will also identify as having heritage formed by their diverse background.

SCOPE

All Apprenticeships Are Us Limited staff, Apprentices and Trainees.

RESPONSIBILITIES

Apprenticeships Are Us Limited adhering to the principles of the Multicultural NSW Act 2000 that guide inclusion of people from diverse backgrounds, and of their needs, in our policy development and decision making, advocacy and in service delivery.

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 Apprenticeships Are Us Limited in all its dealings.

It is expected that the implementation of Apprenticeships Are Us Limited 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 staff, Apprentices and Trainees.
2. To encourage staff, apprentices and trainees of Apprenticeships Are Us Limited 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 Limited staff, apprentices, and trainees from various backgrounds whose work environment may be affected by different cultural expectations and/or language barriers.
5. To make use of the cultural capital brought to Apprenticeships Are Us Limited by the staff, apprentices, and trainees from diverse cultural and language backgrounds in order to achieve the organisations mission.

PROCEDURES

Apprenticeships Are Us Limited 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 Limited 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 Limited.

As one of the leading providers of international education programs in Australia, Apprenticeships Are Us Limited will ensure that the academic programs are culturally inclusive in their content and delivery. The team of Apprenticeships Are Us Limited 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.

Understand and knowledge 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 Limited and wider community will benefit from a richer cultural and

intellectual life, Apprenticeships Are Us Limited offers equal access to and participation in employment and education to all people regardless of their racial, ethnic, cultural, linguistic, or religious backgrounds.

AUTHORISATION

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Apprenticeships Are Us Limited

DOCUMENT CONTROL

Version	Authorised by	Authorisation Date	Sections	Amendment
1.1			All	N/A
1.2	M. Wentworth	01/02/2018		Change of CEO
1.3	M. Wentworth	10/10/2022	All	Cover page
1.4	M. Wentworth	10/10/2023	All	Cover page, minor information update