



MULTICULTURALISM POLICY



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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 My Trade Start in all its dealings.

It is expected that the implementation of the My Trade Start Policy on Multiculturalism will contribute to efficiency and equity in training, management and community services of this Registered 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 My Trade Start 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 My Trade Start, 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 My Trade Start by the staff, apprentices and trainees from diverse cultural and language backgrounds in order to achieve the organisations mission.

Procedures

My Trade Start 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 My Trade Start 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.

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

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

Michael Wentworth

Chief Executive Officer

DOCUMENT CONTROL

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1			All	N/A
2	M Wentworth	01.02.2018		Change of CEO
2.1	L.Tabone	05.02.2020	All	Created for MTS