1.7 Access, Equity and Anti-Discrimination

Overview

Construction Training Group is committed to ensuring that:

i. Access and equity principles are applied to all aspects of its operations, promoting full and equal opportunities for all students, prospective students and other clients.
ii. No person is discriminated against, harassed or treated unfairly in their dealings with Construction Training Group.
iii. Each student has access to the level of support required to enable them to reach their full potential without it causing unjustifiable hardship to the organisation.
iv. It complies with relevant Equal Opportunity and Discrimination legislation.
v. It develops a culture that prevents racism and promotes respect for Aboriginal culture, those unable to live at home, LGBTQIA+ communities, students with disabilities, cultural differences or disadvantages.

Scope

This policy applies to the Construction Training Group's liaison with all students, prospective students, employers, prospective employers, host workplaces, staff and partner organisations.

Diversity

1.1 Construction Training Group recognises and values the individual differences of its students, and the community, and recognises that students come into its programs with a wealth of personal knowledge and life experiences.

1.2 Construction Training Group promotes an inclusive training environment and recognises that diversity is an opportunity to enrich and extend opportunities for all.

1.3 Construction Training Group creates an inclusive environment for all people regardless of their background by:

a) Providing a welcoming and supportive training community.
b) Offering flexibility in training and assessment.
c) Providing reasonable adjustments to training and assessment activities.
d) Having open recruitment and selection procedures.
e) Determining the needs of all individuals upon engagement with the organisation.
f) Providing students and clients access to a range of support services.

Discrimination and racism

2.1 In accordance with legislation, no person or organisation will be treated unfairly or discriminated against on the basis of age, colour, race, gender, religious or political conviction, sexuality, ability or disability, location, family responsibilities, membership or non-membership of an association or for any other stereotypical or illegal reason.

2.2 CTG condemns racism and sets the standards for inclusive and respectful behavior within the RTO. At CTG, we aim to create and foster an inclusive environment that celebrates diversity, values different cultures, and fosters respect and understanding. CTG is committed to addressing racism by modeling inclusive behavior, promoting diversity in staffing, and allocating resources towards initiatives that support diversity and inclusion.

2.3 CTG will conduct training sessions for staff and students to raise awareness about racism, unconscious bias, cultural competence, and the importance of promoting diversity and inclusion.

2.4 CTG ensures that the training materials and resources used in the RTO are inclusive, representative, and free from racial bias. We aim to promote diversity in course content and materials.

2.5 All staff and students are encouraged to report any discriminatory behavior they witness or experience and we ensure that the process is fair, impartial, and transparent.

2.6 CTG takes all reports of racism seriously and will conduct thorough investigations. We will address any confirmed incidents promptly, applying appropriate disciplinary measures and providing support to victims.

2.7 CTG will establish connections with local community groups, organisations, and Indigenous communities to collaborate on initiatives that promote diversity, inclusivity, and address racial issues.

2.8 CTG encourages open discussions and dialogue about racism, diversity, and inclusion within the RTO.

Harassment

3.1 Construction Training Group is committed to providing all people with an environment free from all forms of harassment. Construction Training Group will not tolerate any behaviour that harms, intimidates, threatens, victimises, offends, degrades or humiliates another person.

Modern slavery

4.1 Modern slavery refers to various forms of severe exploitation and control of individuals, often involving force, deception, or coercion, for the purpose of exploiting them economically or sexually. It is a term used to describe contemporary forms of slavery that exist in our world today.

4.2 Modern slavery can take different forms, including:

a. Forced labor: When individuals are compelled to work under the threat of punishment or harm, often involving debt bondage, human trafficking, or exploitation in industries such as agriculture, construction, manufacturing, or domestic work.

b. Human trafficking: The recruitment, transportation, transfer, or harboring of individuals through force, deception, or coercion for the purpose of exploitation. This can involve various forms of exploitation, such as forced labor or sexual exploitation.

c. Debt bondage: Occurs when individuals are forced to work to repay a debt that they cannot realistically repay. They become trapped in a cycle of labor exploitation, as the debt continues to increase through various means such as inflated charges or inflated interest rates.

© Construction Training Group

d. Child labor: Involves the engagement of children in work that is harmful to their physical, mental, or emotional well-being. It deprives children of their right to education and places them in dangerous or exploitative situations.
e. Sexual exploitation: When individuals, often women and children, are forced or coerced into engaging in sexual activities against their will. This can involve activities such as forced prostitution, pornography, or sex trafficking.

4.3 Forced marriage: When individuals, especially women and girls, are coerced or compelled to enter into a marriage without their free and informed consent. Forced marriages can involve abuse, control, and exploitation within the marital relationship.

4.4 Modern slavery is a grave violation of human rights. CTG promotes responsible business practices to combat modern slavery and protect the rights and dignity of individuals.

4.5 CTG will provide basic training to staff about modern slavery aiming to empower them to take an active role in combating this issue. It promotes a culture of vigilance, responsibility, and accountability, where staff members are encouraged to speak up, report concerns, and contribute to the organisation's efforts to combat modern slavery.

Fairness

5.1 The principles and practices adopted by Construction Training Group aim to ensure, that current and prospective students, clients and other stakeholders are treated fairly and equitably in their dealings with Construction Training Group.

5.2 Construction Training Group aims to provide open, fair, clear and transparent policies and procedures for use by staff and students.

5.3 Construction Training Group has fair and equitable processes for selecting students for enrolment into its courses. Decisions about student selection are based on clearly defined entry requirements. Students will be selected on merit, based on the course's publicised criteria. Entry requirements as well as application and enrolment procedures are published in Construction Training Group's marketing materials such as course guides and the organisation's website.

5.4 All people will be treated courteously and expeditiously throughout the process of enquiry, selection and enrolment and throughout their participation in a course.

Exclusion from Services

6.1 A person may not be permitted access to training services if:

a) They have a criminal history which impacts on the requirements of the course or vocation of the area being studied.
b) The student requires delivery in a language other than that being offered by Construction Training Group in accordance with the related Training Package.
c) The student requires special services or facilities and provision of such would cause unjustifiable hardship to the organisation.

Equity in Access

7.1 Construction Training Group provides equity in access to the level of training and support required by each student. All students are supported in a manner that enables them to achieve their full potential and success in their training outcomes. All students are provided with opportunities to develop and successfully gain skills, knowledge and experience through education and training.

7.2 Construction Training Group provides equitable access to training and education services by:

a) Offering culturally appropriate teaching resources that are relevant to participant needs and circumstances.
b) Referring students to support and counseling services where needed.
c) Offering a wide range of course and learning options.
d) Assisting students to arrange additional services if required such as interpreters or trained note takers.
e) Encouraging participants to be involved in their own feedback and decision-making processes regarding realistic goals and progress.

Support Services

General learning support is available to assist students with any aspect of learning and assessment and includes assistance for students from non-English speaking backgrounds. Where the required support is beyond the scope of Construction Training Group, students will be provided with the contact details of relevant external agencies.

NB Any costs incurred as a result of consulting with an external agency will be met by the student.

Refer to the Student Support Policy and Procedure for further information regarding CTG support services.

© Construction Training Group