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Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd

ACCESS & EQUITY POLICY

Purpose

Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd, collectively and hereinafter referred to as “the Organisation”, recognises the importance of providing quality facilities and services to assist people, including those with a disability, from all sections of South Australian and Western Australian communities to achieve their employment, training and therapeutic goals.

To ensure the Organisation provides the level of service expected from its Participants, particularly those with special needs, this Access and Equity Policy has been developed.

This document clearly articulates the Access and Equity position of the Organisation, it ensures that these principles are incorporated into future planning processes regarding facilities, services and policies.

Context

The Organisation is contracted by Commonwealth and State Governments to deliver employment, disability and training related services to the community, and as such accepts its responsibilities to deliver these in a fair and equitable manner.

The Organisation's approach to access and equity complies with the following documents:

- The Disability Employment Services Programs Service Guarantee
- The Services Guarantee – Workforce Australia Transition to Work (TtW)
- Skills for Education and Employment (SEE) Providers Code of Conduct
- NDIS Practice Standards and Quality Indicators

The Organisation's Access and Equity Policy is also in line with the requirements of the VET Quality Framework.

Access and Equity Operating Principles

1. The Organisation's training, employment and disability services are delivered in a non-discriminatory, open and respectful manner.
2. The Organisation's employment, training and disability services are accessible to all people regardless of age, gender, race, religious beliefs, disability, sexual orientation, or family or social background.
3. The Organisation's people are appropriately skilled in access and equity issues, including cultural and disability awareness, diversity and sensitivity to the requirements of Participants with special needs.
4. The Organisation's facilities are updated to provide access to Participants of all levels of mobility, and physical and intellectual capacity.
5. Participant selection for training and employment opportunities is conducted in a manner that includes and reflects our diverse caseloads. The Organisation actively encourages engagement of Participants from groups traditionally disadvantaged in the labour market and specifically offers services to those most in need of assistance.
6. The Organisation provides culturally inclusive language, literacy and numeracy training that assist Participants in meeting personal, training, employment and therapeutic goals.
7. The Organisation is accountable for its performance in adhering to the principles of this policy, and welcomes feedback as part of its quality improvement system.

Relevant Legislation

The following State and Commonwealth legislation reinforces the importance of having an Access and Equity Policy, as well as providing a legal framework for each of the Organisation's Access and Equity Operating Principles:

- The Equal Opportunity Act, 1984 (South Australia)
- The Equal Opportunity Act, 1984 (Western Australia)
- The Racial Discrimination Act, 1975 (Commonwealth)
- The Sex Discrimination Act, 1984 (Commonwealth)
- The Disability Discrimination Act, 1992 (Commonwealth)
- The NDIS Act 2013 (Commonwealth)
- The Work Health and Safety Act 2012 (South Australia)
- The Work Health and Safety Act 2022 (Western Australia)
- Workplace Gender Equality Act 2012 (Commonwealth).
- Children and Young People (Safety) Act 2017 (South Australia)
- Children and Communities Services Act 2004 (Western Australia)

Your Comments

If you have any suggestions as to how we can improve our performance with respect to access and equity, or if you would like further information on anything included in this policy, please contact Emma Farina, Access & Equity Contact Officer on telephone (08) 8377 0101.

Approved by: Gary Hatwell

Signature:



Date: 1/7/2023