

4.2 ACCESS AND EQUITY

GSGT is committed to recognising and catering for the different needs of client groups both in providing opportunities to access our programs and support to clients while in our employ or on our programs to ensure successful completion.

This may include:

- increasing staff training and awareness
- provide various support methods to clients as needed
- increasing participation of those belonging to access and equity groups
- review of marketing and literature
- target marketing
- exploring ways to better provide for the target groups needs.

GENERAL POLICY STATEMENT

Great Southern Group Training is committed to a policy of equal opportunity for women, Aborigines, the physically and mentally disabled, people from non English speaking backgrounds, the aged and all those who are socially, economically, geographically and educationally disadvantaged.

Great Southern Group Training is committed to the elimination of policies, practices, structures, assumptions and behaviour which contribute to the disadvantages suffered by these groups in education, training, and employment.

Great Southern Group Training will develop policies, strategies and targets to provide equal opportunities for those individuals and groups who are disadvantaged and discriminated against in accordance with relevant legislation and principles. It will be the responsibility of all staff to implement the policies and strategies.

Great Southern Group Training recognises the need not only to remove barriers to entry and continuing participation but also to encourage participation through appropriate pro-active strategies.

Three assumptions underpin our general policy statement.

First, the principle of equal opportunity does not require all people to be treated in the same way. Rather, individual and group differences are recognised and no-one should be disadvantaged because of those differences.

Second, Great Southern Group Training recognises that affirmative action - *taking positive steps to achieve demonstrable progress towards equal education and employment opportunity* - is needed to achieve equity in education and employment outcomes.

Third, the setting of targets is a central pro-active strategy to achieve the desired outcomes.