

This procedure comes from the following policy: [HU Human Resources Policy](#)

Purpose

GTNT through its operating divisions is committed to the principles of access and equity for its clients and staff. The following procedure, and the key strategies within it, outlines the key elements of the company's commitment.

Definitions

Access - means that GTNT services and programs should be available for all culturally and linguistically diverse communities.

Equity - means that these services and programs should deliver outcomes for culturally and linguistically diverse Australians on par with those that other Australians can expect to receive.

Access and Equity

GTNT, is committed to the principles of access and equity, and is in a position to make a difference in the Northern Territory community.

Our procedure is also recognised and abides by all provisions of the Workplace Gender Equality Act 2012.

The company recognises that particular groups of people within the Northern Territory have experienced and continue to experience disadvantage and unequal employment and training outcomes. These groups include women, Aboriginal and Torres Strait Islanders, people with disabilities, the long-term unemployed, and people living in remote communities.

The aim of this procedure is to see progressive improvement in the position of disadvantaged groups through our actions.

This procedure also addresses our responsibility to our own staff with appropriate provision covered in the GTNT Certified Agreement.

Senior Leadership Team

The Senior Leadership Team are responsible for fostering the implementation of access and equity practices by insuring that:

- The company's key strategic goals clearly define its role in meeting access and equity outcomes.
- Equal opportunity practices are in place and understood
- All staff are provided with information and training about access and equity
- All staff are made aware of the progress in participation and outcomes for disadvantaged groups, and action plans are in place to improve these outcomes.

Staff

Staff are to ensure that they understand and implement the procedure and behave in a courteous, sensitive, non-discriminatory, and culturally aware manner when dealing with other staff and clients.

Key Strategies

GTNT

- The pursuit of specific goals to increase the numbers and retention of Indigenous Australian Apprentice's in-group training arrangements is a key element of our access and equity commitment. This includes three-year strategies in general group-training operations, school based apprenticeships and traineeships, and targeted remote community occupations.
- Improvements in the uptake of disabled Australian Apprentices, in alliance with disability employment service providers.
- The development of policies as outlined in host employer agreements relating to workplace harassment and bullying.

Australian Apprenticeships Network NT

- Detail strategies are outlined in the contractual obligations for the Australian Apprenticeships NT contract, including improvements in the uptake and retention of Australian Apprentices in major equity groups.

GTNT Training Plus

- GTNT Training Plus has specialised in the provision of appropriate training for indigenous Australians, and the needs of indigenous community organisations.

GTNT Human Resources

- Specific strategies to improve the cross cultural awareness of all staff, including knowledge and understanding of indigenous cultures.
- Recruitment of staff for designated positions involved in the servicing of Indigenous Territorians, and an increase in the numbers of indigenous staff employed by the company.
- Process of advertising all vacancies internally to provide equal opportunity for all staff to pursue development opportunities.
- Achieve Workplace Gender Equality compliancy in accordance with Workplace Gender Equality Act 2012

This procedure also relates to the following other procedures: Nil

This procedure relates to the following forms: Nil