

DRUGBEAT OF SA **DIVERSITY STRATEGY**

DrugBeat of SA recognises its talented and diverse workforce and student community as a major component in its success. Our success is a reflection of the quality and skills of our people. DrugBeat of SA is committed to seeking out and retaining the finest human talent to ensure quality training.

Diversity management benefits individuals, teams, and our whole organisation. We recognise that every employee and student brings their own unique capabilities, experiences and characteristics to their work and/or studies. We value such diversity at all levels of the organisation in all that we do.

DrugBeat of SA believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the organisation, regardless of their differences. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical ability, thinking styles, experience and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and academic success. Managing diversity makes us more creative, flexible, productive and competitive.

We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

Diversity practices

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

DIVERSITY STRATEGY Information

Learners and potential students will be given information that:

- is accurate and comprehensive
- is accessible
- is non-discriminatory
- outlines entry requirements in terms of qualifications or competencies
- shows the range of pathways to the qualification
- covers fees, charges, refunds and exemptions
- indicates available support services
- outlines learning options and flexible learning and assessment arrangements
- outlines the training including content and vocational outcomes from successful completion of nationally recognised training
- outlines the possible vocational demands of current

On enrolment students will encounter::

- an accessible process
- welcoming, aware and knowledgeable front line staff
- flexible fee payment options
- clear information about RPL processes and costs
- the opportunity to disclose their needs
- a friendly and accessible environment.

Training and Assessment

DrugBeat of SA has, and is continuing to develop, programs which are:

- delivered in a range of ways, e.g. by alternative format material, self-paced learning, face-to-face learning, practical learning, classroom-based learning, learning in simulated environments
- offered in a mixed mode format, by combining training options
- flexible in timing, for example by being accessible both daytime and evening, within work hours and part-time.
- inclusive of appropriate support services
- culturally appropriate
- delivered using qualified and experienced trainers

DrugBeat of SA has, and is continuing to develop, assessments which:

- are based on the relevant Training Package or accredited course
- allow students to demonstrate their competence when they are ready to do so
- are valid, reliable, flexible and fair
- are based on a cluster of competencies that reflect a real work task
- allow them to show a range of evidence
- are outlined clearly in some form of assessment plan
- are conducted fairly and adjusted according to students individual needs
- include feedback and information on reassessment opportunities and appeals processes
- are accompanied by a fair appeals process.