



QUALITY HOSPITALITY  
ADELAIDE CATERING

# Diversity Policy

## Diversity Vision

**Quality Hospitality** understands that in order for an organisation to have a workforce that is effective and allows for a greater amount of competitive advantage, it is crucial that the workforce is as diverse as possible. The success that we achieve as a business is grounded in our people. The more effective our people are, the greater our business success will be. We need to find, recruit and hold on to the best people possible and use this to our competitive advantage. This diversity policy will allow us, as an organisation, to ensure that we recognise all staff members regardless of their age, race, sex, sexual orientation or religion.

This organisation understands that everyone must be treated equally - especially with regards to their respect and dignity, and will work to ensure that the organisation believes in treating all people with respect and dignity. We will work to create a working environment in which all staff are able to develop their skills and knowledge in order to facilitate our organisation reaching and achieving its goals and objectives.

## Diversity in Recruitment

**Quality Hospitality** is a large organisation, and so it needs to ensure that it is able to recruit people from all over the country. Having individuals with a range of language skills, cultural perspectives and backgrounds will allow us, as an organisation, to ensure that we are able to understand our market and ensure that we are able to provide our customers the best service possible. Our organisation will strive to have diversity in everyone that we recruit and ensure that our selection panels are made up of a diverse group of people.

## Career Development and Promotion

**Quality Hospitality** rewards excellence and that all employees are given the opportunity to be promoted on the basis of their performance. All managers are trained in managing diversity, to ensure that employees are treated fairly and evaluated objectively.

## Diversity Bodies

Within our organisation, we have appointed Diversity Champions, who have the role of ensuring that everything we do as an organisation is aimed at ensuring that we are inclusive and have a diverse workforce. Each of our diversity team members will be a part of our diversity committee who will meet bi-monthly to discuss any issues, who on an annual basis will revise this policy.

## Diversity Practices

Our organisation requires that all staff undergo diversity training during their induction process and this training is aimed at ensuring that staff are aware of the issues surrounding diversity in the workforce and to examine the skills needed to manage diversity. In recognition of our diverse workforce and their specific needs, we have introduced a number of arrangements to facilitate your work. These include:

- Assisting with education
- Flexible work arrangements
- Open communication
- Diversity workshops