

ACCESS AND EQUITY POLICY

The aim of this policy is to ensure Anglicare College promotes an inclusive environment that acknowledges and values all prospective students.

SCOPE

This policy is relevant to people who access courses and qualifications within Anglicare College

POLICY

Anglicare College strives to achieve equitable outcomes in vocational education and training, with a focus on inclusion, student-centred approach, flexibility in learning where appropriate, cultural respect, access to training facilities and resources, and improving the scope of access and equity where necessary.

Anglicare College aims to ensure selection criteria do not discriminate against clients and adapts marketing activities that encourage all clients.

Equity is a term used to cover issues relating to access to vocational education and training (VET) participation, and achievement of outcomes in VET. Equity issues range from providing a supportive learning environment to adjusting assessments to meet individual circumstances, from policies on fee reduction to development of inclusive training materials. Basically, equity refers to the ability to achieve results in training and to receive training in an inclusive environment with inclusive materials.

An inclusive environment or set of materials is one that acknowledges and values the differences between people and cultures. It recognises and embraces differences and provides the means by which all clients have the best opportunity to achieve their goals.

We are committed to providing opportunities to all people for advancement in training on an equitable basis, including:

- industries where women are under-represented
- people with disabilities and special needs
- people from non-English speaking backgrounds
- Aboriginal and Torres Strait Islander Australians
- Rural and remote learners

The Equal Opportunity Act (1995) makes it unlawful for anyone to be treated unfairly or discriminated against. All staff, contractors, licensees and their sub-contractors engaged by Anglicare will recognise the diverse needs of participants/clients and shall not discriminate toward any individual or group in any form. Staff, contractors, licensees and their sub-contractors will be made aware of, and implement, the Access and Equity Policy.

All participants have equal access to our programs irrespective of their gender, culture, linguistic background, ancestry, and socio-economic background, as well as disability, age, marital status, pregnancy, sexual orientation, special needs or carer responsibilities.

All participants who meet the entry requirements as prescribed by the appropriate National Training Package, will be accepted into any program within our scope of registration.

The principles of Access and Equity are covered at staff induction and regularly reviewed to ensure the correct interpretation and application.

Any issues or questions raised regarding access and equity can be directed to the Anglicare College.

Students, staff, contractors, licensees and their sub-contractors will be advised of selection/enrolment orientation procedures, course information, vocational outcome, fees and charges, language, literacy and numeracy support, appeals and complaints procedures and any external support arrangements prior to enrolment. These are contained in the Student Handbook and Trainer & Assessor Handbook.

Some examples of our support include:

- We are able to offer Language and Literacy support of participants who have difficulty with written or spoken English.
- Equally so, we are able to support participants with numeracy issues.
- We will endeavor to accommodate the unique needs of expectant or new parents or students with other carer responsibilities.
- The ability to modify learning and assessment tasks to accommodate the unique cultural or personal needs of students

Where our training programs have a limited number of available places, these will be filled in order of completed enrolment applications.

Enrolment procedures will be free of any form of discrimination, and if an individual does not meet the entry requirements, all attempts will be made to assist them to identify all alternative courses of action.

RESPONSIBILITY

Anglicare organisation wide and portfolio specific policy documents must be ratified by the Chief Executive Officer (CEO)

Anglicare College employees are responsible for adhering to authorised policy and for communicating any gaps or feedback regarding existing policy.

RELATED DOCUMENTS

- ENR003 Student Handbook
- ADM001 Trainer and Assessor Handbook
- POL006 RTO Learner Support Policy
- POL007 Enrolment Policy
- POL021 Bullying and Harassment Policy

RELATED LEGISLATION

- The Equal Opportunity Act (1995)
- ASQA Standards for VET accredited Courses - 2012
- The National Vocational Education and Training Regulator Act – 2011

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To be reviewed – Jan 26

This document is uncontrolled when printed

- Disability Discrimination Act 1997

FEEDBACK

Feedback on this policy can be submitted to policy@anglicare.com.au.

COMPLIANCE

Non-compliance with this policy may result in disciplinary action up to and including dismissal or exclusion from further participation in the training course.

Responsibility: RTO Manager

Approved: March 2024



Cathy Deschamps

RTO Manager