POLICY – Access and Equity

|  |  |
| --- | --- |
| **Requirement** | |
| Australian federal and state legislation makes it unlawful for organisations to  discriminate against people because of their age, gender, race, marital status, sexuality, or physical or intellectual disability.  The following legislation underpins all matters related to access and equity at  **YouStudy** :  • Anti Discrimination Act 1977  • Disability Discrimination Act 1992 (including Disability Standards for Education)  • Racial Discrimination Act 1975  • Sex Discrimination Act 1984 | |
| **Our Guiding Principles** |  |
| The **YouStudy** Access & Equity Policy is explained to all staff and students. Access and equity for the vocational education and training system is based on the application of the following principles:  • Equity for all people through the fair and appropriate allocation of resources and involvement in vocational education and training  • Equality of outcome in vocational education and training for all people, without discrimination  • Access for all people to appropriate quality vocational education and training programs and services  • Increased opportunity for people to participate in vocational education and training and in relevant decision making processes within the vocational education and training system  • YouStudy will meet the needs of individuals through the integration of access and equity guidelines. YouStudy will ensure that equity principles for all people are implemented through the fair allocation of resources. YouStudy will increase opportunities for people to participate in the vocational education and training system.  • All students will be recruited in an ethical and responsible manner and consistent with the requirements of the Training Package and the National Standards for Registered Training Organisations (RTOs) 2015. Appropriately qualified staff will assess the extent to which the applicant is likely to achieve the stated competency standards and outcomes of the course, based on their qualifications and experience. | CEO  All Staff  Students |
| **Staff and Students** | **Responsibility** |
| **YouStudy** encourages the employment of staff and the enrolment of students, regardless of educational  background, gender, marital status, sexual preference, race, colour, pregnancy, national origin, ethnic or socio-economic background, physical or intellectual impairment, and religious or political affiliation. | CEO  Administration  Trainers/Assessors |
| **Students with Disabilities** |  |
| Students with a disability are asked to identify that disability on enrolment if they require special assistance, and **YouStudy** will make every effort to accommodate their needs. However, should a trainer find that they have a student with a disability in a course, about whom they have received no prior  notification, they should endeavour to accommodate the student, and report the matter to the CEO. | CEO  Administration  Trainers/Assessors |
| **Gender** |  |
| **YouStudy** encourages and supports the empowerment of women through improved access to training and employment. Students of **YouStudy** will be expected to support this approach. | CEO  Administration  Trainers/Assessors |
| **Related policies** |  |
| * Enrolment |  |
| **Related procedures** |  |
| * Enrolment |  |
| **Related documents** |  |
| * Student Handbook * Staff Handbook |  |