1.0 Purpose

Queensland Academy of Technology (QAT) will meet the needs of individuals, and the community as a whole through the integration of access and equity guidelines. The organisation will:

- Ensure that equity principles for all people are implemented through the fair allocation of resources and the right to equality of opportunity without discrimination, and
- Increase opportunities for people to participate in the vocational education and training system, and in associated decisions, which affect their lives.

2.0 Background

The need for providing effective access and equity is referenced in SNR 16 – 16.1 and 16.5 from the Standards for National VET Regulator (NVR) Registered Training Organisations.

SNR16 The NVR RTO adheres to the principles of access and equity and maximises outcome for its clients, as follows:

16.1 The NVR RTO establishes the needs of clients, and delivers services to meet these needs
16.5 Learners receive training, assessment and support services that meet their individual needs

3.0 Definitions

Access: generally refers to the ability to enter training. Improving access might involve strategies such as improving physical access to a training venue; ensuring that selection criteria do not discriminate against learners; adapting marketing activities to encourage all learners. Access issues form a sub-set within equity issues

Equity: is a term used to cover issues relating to access to VET, participation in VET, and achievement of outcomes in VET. Equity issues cover a wide range of matters. Examples of equity strategies include providing a supportive learning environment; adjusting assessments to meet individual circumstances; implementing policies on fee reduction; developing and using inclusive training materials. Essentially, equity refers to the capacity for all learners to achieve results in training and to receive training in an inclusive environment with inclusive materials. Inclusive environments and materials acknowledge and value the differences between people and cultures; they include rather than exclude.

4.0 Policy

4.1 Context

Access and equity means ensuring that everyone has the opportunity to successfully gain skills, knowledge and experience through education and training. QAT will maintain a policy of non-discrimination in accordance with the Anti-Discrimination Act 1997 (amended 2002) towards all learners.

All aspects of recruitment and training will be governed by merit, competence, suitability and where applicable, qualifications and will not be influenced by sex, age, race, colour, religion, national origin or disability.

4.2 Participation/Responsibility
All staff, facilitators and learners of QAT are responsible for implementing the above procedures and for reporting those who do not.

5.0 Procedures

QAT will:
- Ensure the establishment of non-discriminatory learner selection procedures which encourage fair access for members of under-represented groups,
- Ensure access and equity issues are considered during curriculum development, and
- Provide access to staff development to assist trainers/teachers who deliver courses to under-represented groups.

6.0 Forms

Nil referenced

7.0 References

Standards for National VET Regulator (NVR) Registered Training Organisations

National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students 2007

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