

Policy Name	Access and Equity Policy
Date	28 February 2025
Responsible dept.	Learning & Development
Current Version	V3

PURPOSE

CAL is committed to providing all students with equal opportunity to pursue their training and development. This policy is to be used by CAL to integrate access and equity principles into all training and assessment activities it conducts or is conducted on its behalf.

SCOPE

This policy is applicable to all CAL students, staff, and other stakeholders and all of CAL's policies and procedures and all training activities.

DEFINITIONS

Access and Equity principles include:

- Equity for all people through the fair and appropriate allocation of resources
- Equality of opportunity for all people without discrimination
- Access for all people to appropriate quality training and assessment services
- Increased opportunity for people to participate in training.

Disadvantaged groups include the following groups who traditionally have been under-represented in Vocational Education and Training (VET):

- People with a disability
- Aboriginal and Torres Strait Islanders
- Women
- People from non-English speaking backgrounds
- People in rural and remote areas

- Long term unemployed.

Discrimination can be direct, indirect or systemic:

- **Direct discrimination.**

Direct discrimination is any action which specifically excludes a person or group of people from a benefit or opportunity, or significantly reduces their chances of obtaining it, because their status or personal characteristics, irrelevant to the situation (e.g. sex, ethnic origin) are applied as a barrier.

Direct discrimination has, as a focus, assumed differences between people.

- **Indirect discrimination**

Indirect discrimination is the outcome of rules, practices and decisions which treat people equally and therefore appear to be neutral; but which, in fact, perpetuate an initially unequal situation and therefore significantly reduce a person's chances of obtaining or retaining a benefit or opportunity.

Rules, practices and decisions are applied to all groups alike, but it is the very assumption of a likeness that constitutes the discrimination.

- **Systemic discrimination**

A system of discrimination perpetuated by rules, practices, and decisions which are realised in action that are discriminatory and disadvantage a group of people, because of their status or characteristics and serve to advantage others of different status or characteristics. Direct and indirect discrimination contribute to systemic discrimination.

Equity focuses on outcomes. Equity is not concerned with treating people in the same way, it is concerned with ensuring that all groups of people participate and benefit to the same level.

Legislation includes:

- Commonwealth Racial Discrimination Act 1975
- Commonwealth Sex Discrimination Act 1984
- Commonwealth Disability Discrimination Act 1992
- Commonwealth Racial Hatred Act 1995
- Disability Services Act 2006.

Sexual harassment is defined by the Commonwealth Sexual Discrimination Act 1984 as when a person:

- Makes an unwelcome sexual advance or an unwelcome request for sexual favours
- Engages in unwelcome conduct of a sexual nature, and a reasonable person would have anticipated that the person harassed would be offended, humiliated or intimidated.

POLICY STATEMENT

1. CAL will, where possible, remove barriers and open developmental opportunities for all students by creating a training environment that is free from discrimination, harassment, bigotry, prejudice, racism and offensive behaviour
2. All students will receive fair and equitable treatment in all aspects of training and employment without regard to political affiliation, race, colour, religion, national origin, sex, marital status, or physical, intellectual and/or mental disability
3. A person with a disability may be excluded under this policy if the disability could cause occupational health and safety risks to the person and/or other students
4. All coaches/assessors are responsible for observing and being advocates for this policy
5. This policy will be widely disseminated in the organisation
6. CAL policies and procedures will be monitored and reviewed to ensure that they recognise and incorporate the rights of individuals
7. The CEO, or their delegate, will be responsible for the implementation and maintenance of the policy.

Related Documents

This policy should be read in conjunction with:

- Student Conduct Policy
- Reasonable Adjustment Policy
- Student Handbook
- Assessment Appeals Policy
- Complaints Policy.

Policy Administration			
Version	Date Approved	Approved by	Next Review Due
1	2 August 2018	Helen Sabell	August 2019
2	14 August 2019	Sarah Sabell	August 2020
No changes required	29 July 2022	Sarah Sabell	July 2023
3	28 February 2025	Sarah Sabell	February 2026
Compliance References			
Statutory	The <i>Standards for Registered Training Organisations (RTOs) 2015</i> Clauses: 1.7, 5.4, 6.1 – 6.6		
Industry	Vocational Education and Training (VET)		
Document Located	E:\Public Documents\03_CAL Operations\CAL Policies\02_CAL POLICIES STUDENTS		