

1.03.854 EQUITY IN EDUCATION

What You Need to Know

IRT Academy is committed to proactively providing accessible and equitable vocational education opportunities.

IRT Academy recognises that students can be enabled to achieve according to their own individual potential, regardless of their personal circumstances and backgrounds and commits to providing teaching and learning practices which are socially and culturally responsive and inclusive in order to ensure equitable opportunities for their success.

Always read this Policy in conjunction with the Related Procedures identified below.

Policy Statement	The purpose of this Policy is: <ul style="list-style-type: none"> To minimise the organisational and institutional barriers facing particular individuals and groups who may be disadvantaged in their access to, or participation in, vocational education. To ensure that appropriate strategies are in place to support the retention of and progression of members of groups from educationally disadvantaged backgrounds. To ensure that IRT Academy complies with its legal responsibilities in accordance with the broader IRT policy framework for equal opportunity and anti-discrimination.
Purpose	To proactively provide accessible and equitable higher education opportunities to the diverse IRT Academy student constituency, in particular to target groups identified as disadvantaged in their access to and participation in vocational education.
Risk Statement	IRT has a low appetite for risk of failing to comply with legislation.
Scope	This policy applies to all students and prospective students of IRT Academy, in particular those who are recognised as being disadvantaged in their access to vocational education.
Related Procedure	IRT Academy Procedure Manual IRT Academy Management Manual
Related Documents	<ul style="list-style-type: none"> 2.26 Recruitment and Selection
Compliance Requirements	<ul style="list-style-type: none"> National Vocational Education and Training Regulator Act 2011 Standards for RTOs 2015 - Standard 1 Smart and Skilled Operating Guidelines - Clause 2.3
Policy Owner	EGM - People & Culture
Effective Date	January 2020
Review Date	January 2023
Content Manager Reference Number	EDOC2020/04973

1 POLICY PRINCIPLES

1.1 Planning and Organisation

The Academy in its annual planning process will work with the government funding bodies to support programs targeted at disadvantaged groups in our communities.

1.2 Inclusive practice

The IRT Academy is committed to protecting the rights of students to achieve their full potential in an environment which values and affirms diversity and is free from discrimination, harassment, victimisation and vilification. The Academy will seek to ensure that all teaching and learning environments, academic practices and language are non-discriminatory and that equity and diversity issues such as culture, gender and disability are embedded into the principles and practices surrounding such activities.

1.3 Course design and content review

Curricula should be inclusive and student centred, taking account of the diversity of student needs. LTSU staff will facilitate the process of embedding equity principles in curricula.

1.4 Staff Development

Academy staff will be encouraged and supported to attend professional training and development activities in relation to equity and diversity issues relevant to the Academy professional development program.

1.5 Participation

The IRT Academy will support participation by students in accessing learning resources relevant to their course. The IRT Academy will attempt to be responsive to the unique circumstances of students experiencing educational disadvantage, within the parameters of normal administrative procedures and budgetary constraints.

2 ROLES AND RESPONSIBILITIES

Role	Responsibility
Policy Owner – General Manager IRT Academy	<ul style="list-style-type: none">Ensuring the currency and appropriateness of the policy to meet regulatory and legislative requirements.
Policy Monitor – Operations and Compliance Manager	<ul style="list-style-type: none">Ensure day to day implementation and compliance with policy.
Policy Implementation-Trainer/Assessor	<ul style="list-style-type: none">Implement procedure as per IRT Academy Procedure Manual

3 DEFINITIONS

In this Policy, words have the following meaning:

Term	Definition
RTO	Registered Training Organisation