

# Policy No.28

## Access and Equity

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### 1. Policy Objective

The objective of the Access and Equity Policy and Procedure for St John Ambulance Western Australia Ltd (St John) Registered Training Organisation (RTO) No. 0392 St John RTO is to ensure that St John RTO is responsive to the individual participants needs to achieve suitable outcomes and meet the Standards for RTOs 2015.

This Policy and Procedure supports the following Standards for RTOs 2015:

- ▶ Standard 1.3; and
- ▶ Standard 8.5.

### 2. Policy

1. St John RTO will provide an inclusive learning environment that is free from victimisation, discrimination and harassment.
2. St John RTO will provide a non-discriminatory participant selection process which allows access for all members of the community.
3. No individual participant will be discriminated against (and access to course venues) will not be limited on the basis of:
  - ▶ Gender;
  - ▶ Sexuality;
  - ▶ Trans-sexuality;
  - ▶ Age;
  - ▶ Race;
  - ▶ Relationship status;
  - ▶ Status as a parent or carer;
  - ▶ Pregnancy;
  - ▶ Breastfeeding;
  - ▶ Religious or political conviction; and
  - ▶ Disability.
4. St John RTO will provide access and equity by providing:
  - ▶ A number of course options;
  - ▶ Pre-enrolment information; and
  - ▶ Enrolment options.

5. St John RTO will provide access to Education and Support Services.
6. St John RTO will provide reasonable adjustment in its assessment system
7. This Policy and Procedure is to be read in conjunction with
  - ▶ **St John RTO Policy and Procedure No. 3 Education and Support Services;**  
and
  - ▶ **St John RTO Policy and Procedure No. 6 Course Delivery and Assessment.**
8. St John RTO Stakeholders may have written Workplace Instructions to supplement this Policy and Procedure.

<b>Policy Administration</b>		
<b>Directorate:</b>		<b>Responsible Manager:</b>
Community Services		Executive Manager Education Services
<b>Risk Rating:</b>	<b>Review Cycle:</b>	<b>Review Next Due:</b>
High	Annual	July 2017
<b>Compliance References:</b>		
<b>Statutory:</b>	Standards for RTOs 2015	
<b>Industry</b>	Vocational Education and Training	
<b>St John Ambulance:</b>	RTO	
<b>Quality Management System:</b>		
<b>Version:</b>	<b>Decision Reference:</b>	<b>Synopsis:</b>
1	Document Created	VET Reform and Standards for RTOs 2015
2	Minor Changes	St John RTO Stakeholder Feedback provided on 30/6/2015
3	Changes to Numbers in Documents Related Updated Spelling/Formatting and Included References to LMS Added Education Support Services List reference	Following Review of Compliance Documentation  Introduction of St John LMS Following Review of Compliance Documentation