

1.03.854 Equity in Education

What you need to know – key take outs

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 individual potential, regardless of their personal circumstances and backgrounds. We commit to providing learning experiences which are socially and culturally responsive and inclusive.

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

Policy Principles	Making vocational education opportunities accessible and equitable to all students.
Purpose	<ul style="list-style-type: none"> To minimise barriers facing individuals and groups who may experience disadvantage 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 who may experience disadvantage. To ensure that IRT Academy complies with its legal responsibilities in accordance with the broader IRT policy framework for equal opportunity and anti-discrimination.
Risk Statement	IRT has a low appetite for risk of failing to comply with legislation.
Scope	The scope of this policy covers all IRT Academy students, employees and/or third parties acting on behalf of IRT Academy.
Related Procedure	<ul style="list-style-type: none"> Enrolment Student progression Student support and welfare
Related Documents	<ul style="list-style-type: none"> Student Handbook IRT Academy Procedure Manual 2.22 Anti-discrimination policy 3.27 Diversity & Inclusion Framework
Compliance Requirements	<ul style="list-style-type: none"> National Vocational Education and Training Regulator Act 2011 Standards for RTOs 2015 - Standard 1.7
Policy Owner	IRT Group Head – IRT Academy
Effective Date	December 2022
Review Date	December 2025
Content Manager Reference Number	EDOC2022/0097356

1 Relevant legislation

This policy has been written to align with the Standards for RTOs 2015 and other relevant legislation and regulation. The following table explains the link between this policy and the relevant external requirements.

Standard / Legislation	What this Means
Standards for RTOs 2015	To ensure the RTO meets the regulatory standards for RTO operation and related legislation (see above).

2 Policy details

2.1 Inclusive practice

The IRT Academy is committed to protecting the rights of students to achieve their full potential in a learning environment which values diversity and is free from discrimination, harassment, victimisation and vilification. The Academy will seek to ensure that all learning environments, operational practices and language are non-discriminatory and that equity and diversity issues such as; culture, gender identification and disability are recognised and incorporated appropriately.

2.2 Course design and content review

Courses are designed to be inclusive and student centred, taking account of the diversity of student needs.

2.3 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.

Staff will have access to the;

- Diversity and Inclusion IRT Intranet page and the resources included within and;
- Diversity and Inclusion related online learning modules within the IRT Learning Management System.

2.4 Participation

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 individual needs of students experiencing barriers within its available resources.

In Practice Example:

An IRT Academy student has advised that he/she/they are experiencing financial hardship and barriers to completing assessment tasks as their laptop has stopped functioning. IRT Academy respond by providing a temporary loan of necessary hardware and the student is able to continue their studies.

3 Roles and responsibilities

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

4 Definitions

In this Policy, words have the following meaning:

Term	Definition
RTO	Registered Training Organisation