

PURPOSE

Health Industry Training supports the concept of equal opportunity and is committed to providing all staff, students and potential students with a working and learning environment which values diversity, respects differences and provides an environment that is safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination.

POLICY

Health Industry Training has an unreserved commitment to the principle of access and equity in ensuring all training and assessment is responsive to the individual needs of students and stakeholders. As part of its commitment Health Industry Training has a duty to ensure that course and services provided by the organisation are relevant, accessible, fair and inclusive.

The access and equity policy aims to achieve equal training and assessment outcomes for all students including:

- People with physical or intellectual disabilities
- Aboriginal and Torres Strait Islander people
- The long-term unemployed or underemployed
- Rural and remote communities

As a mainstream RTO that offers the primary health care qualifications to Aboriginal and Torres Strait Islander students, Health Industry Training aims to meet the needs of the Aboriginal and Torres Strait Islander communities by:

- Increasing the participation and success rates of Aboriginal and Torres Strait Islander people in training and assessment
- Actively working with Aboriginal and Torres Strait Islander people to make and implement decisions that affect their access, participation rate and success rate in education, training and employment
- Working closely with health services to promote the need for 'Closing the Gap' on health related issues that resulted in early deaths in Aboriginal communities
- Providing training and assessment programs that are equitable, accessible and culturally inclusive which eliminate any discriminatory policies, practices or behaviours

FAIR TREATMENT

Health Industry Training will not tolerate discrimination, harassment or racial or religious vilification. Health Industry Training will treat fairly all students and potential students.

PRE-ENROLMENT INFORMATION

Health Industry Training will ensure that all students receive adequate and relevant information prior to enrolment to ensure they are able to make an informed decision about the suitability of the course and their individual learning and career needs. Students will have access to:

- Course outline
- Fees and charges policy
- Refund policy
- Entry requirements relevant to their chosen course
- Training and assessment procedures and methods
- Appeals and complaints procedures
- Recognition of Prior Learning policies and procedures
- Student code of conduct
- Student handbook

STUDENT SELECTION

Health Industry Training has open, fair and transparent procedures, based on merit for making decisions about:

- a) the selection, from among potential students; and
- b) the treatment of students.

Potential Students seeking to enrol in a VET unit of study with Health Industry Training, regardless of their background, circumstances or eligibility for funding will be assessed for entry to study through the same published entry requirements and through the same process.

If for any reason, an excess of applications is received for a VET unit of study, Health Industry Training will implement a merit based selection for students. The merit based selection will be based on the required level of knowledge of content, industry experience, academic results, student portfolios and/or interview assessment, following which final selection will be determined.

The above paragraph does not prevent Health Industry Training taking into account, in making decisions mentioned above, educational disadvantages that a particular student or potential student has experienced or the fact that the student or potential student may be enrolled via a VET restricted access arrangement.

Health Industry Training will provide reasonable adjustments to the learning and working environment of students as required and will apply the principles of inclusion in all activities to ensure equal opportunity is provided at all times.