

ACCESS AND EQUITY POLICY

OUR COMMITMENT

Staines Memorial College is firmly committed to achieving best practice in the provision of education including vocational education and training (VET). We desire that students achieve their full potential in dependence on God and with the support of the Staines community.

Staines Memorial College acknowledges that this is dependent on non-discriminatory access to services and comparable educational outcomes by all groups in society. By providing accessible and equitable education, including vocational education and training, Staines students will be able to develop knowledge and skills to enhance life and work opportunities.

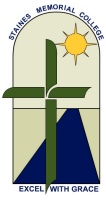
Staines Memorial College recognises that particular groups of people in society have experienced, and continue to experience, disadvantage and unequal educational outcomes. Target groups include women, Aboriginal and Torres Strait Islanders, people from non-English speaking backgrounds, people with disabilities, the long term unemployed, rurally isolated and low socio-economic groups.

OUR INTENT

Staines Memorial College's commitment to the principle of access and equity in education including vocational education and training gives practical expression to the DEST goal of improving the knowledge, skills and quality of life for Australians, having regard to the particular needs to target groups.

In keeping with this commitment Staines Memorial College will strive to ensure that programs and services are relevant, accessible, fair and inclusive by:

- Promoting Staines Memorial College programs and services in a manner that includes and reflects the client population, to ensure that all prospective students are well informed on the options available to meet their individual training needs
- Increasing the skills base of students to improve employability in line with the skills requirements of industries and enterprises in the local community.
- Providing an effective range of vocational preparation programs
- Ensuring that those groups traditionally under-represented in education including vocational education and employment have the opportunity to participate and achieve the outcomes
- Providing culturally inclusive literacy and numeracy training that meets individual, community and industry needs
- Undertaking to eliminate policies, practices, structures, assumption and behaviours which may contribute to the disadvantages suffered by under-represented groups both in employment and in education.



RESPONSIBILITIES

Staff

All staff are change agents and are therefore responsible for fostering the implementation of access and equity best practice by ensuring that:

- Our mission statement clearly define its role in meeting the vocational needs of equity target groups
- Equal opportunity policies are in place, widely dispersed and understood
- Barriers to access and participation are identified and strategies developed to overcome them
- All College policies and procedures are non-discriminatory and inclusive
- All staff are provided with information about access and equity issues
- All students are provided with information about access and equity issues and the school's complaint resolution processes
- All components of the education process are evaluated to ensure that they are inclusive and value students from diverse backgrounds

Staff are responsible for ensuring that they understand and implement the policy and behave in a courteous, sensitive and non-discriminatory manner when dealing with other staff, students and clients.

Students

Students are responsible for behaving in a courteous, sensitive and non-discriminatory manner when dealing with other staff, students and clients.

Students are responsible for behaving in a manner that expresses respect for self, and for those with different abilities, opinions and / or cultural backgrounds.

RELATED POLICIES

Enrolment Policy
Enrichment Policy
Inclusive Education Policy