



Access and Equity Policy

Purpose

This policy provides guidelines for the establishment and maintenance of a just, non-discriminatory and socially and culturally diverse, open and sensitive college environment.

Scope

Applies to all Greenwich English College Pty Ltd staff.

Policy

Greenwich English College Pty Ltd will strive to meet the diverse needs of its students through the implementation of access policies and guidelines, and will apply equity principles to eliminate discrimination based on age, gender, disability, race, sexual orientation, religion or any other form of unlawful discrimination, discriminatory and sexual harassment, bullying or victimisation.

Greenwich English College Pty Ltd will make all reasonable efforts to ensure its training programs are accessible for anybody who has the interest and desire to learn, regardless of background, ethnicity, gender, age, marital status, sexual orientation, physical or intellectual impairment. Greenwich English College Pty Ltd does, however, restrict its courses to students of 18 years of age and older.

In the process of application and acceptance of students to its courses, Greenwich English College Pty Ltd, will clarify where a student might have need for additional support services. Whenever it is reasonable and does not lead to significant extra burden and loss to Greenwich English College Pty Ltd, such extra support services will be made available.

Greenwich English College Pty Ltd is also committed to ensuring that employment opportunities are offered to all people on an equal and fair basis. All employees have equal access to various facilities irrespective of their gender, culture, linguistic background, race, socio-economic background, disability, age, marital status, sexual orientation or carer's responsibilities.

Greenwich English College Pty Ltd is committed to access and equity principles and processes in the delivery of its services and acknowledges its legal obligations in accordance with the following legislations:

- Racial Discrimination Act 1975
- Disability Services Act 1993
- Australian Human Rights Commission Act 1986

- Age Discrimination Act 2004
- Sex Discrimination Act 1984
- Anti-Discrimination Act 1997
- Work Health and Safety Act 2011
- Education Services for Overseas Students Act 2000 (ESOS)

The Greenwich English College Pty Ltd Access and Equity Policy will be reviewed annually to ensure that it is:

- Meeting legislative requirements
- Satisfying individual learner needs
- Enabling learner outcomes to be met
- Addressing community needs

Authorising Officer: _____ Date: _____ Review Date: _____

This policy is to be reviewed twelve (12) months from this date.