

Access and Equity  
 Policy Number: TL011

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Related Policies	P002, P008, BM008, TL013
Related Documents	

## Policy

*“Access and Equity means the policies and approaches that ensure Mid North Coast Community College (MNCCC) and its trading arms are responsive to the diverse needs of all clients and that participation in our education and training program and services is available to everyone on an equitable basis including women where under-represented, people with disabilities, people from non-English speaking backgrounds, Indigenous Australians, and rural and remote learners.”*

*MNCCC will treat all students with dignity and fairness, acknowledge the adult environment in which MNCCC operate and the experience and life skills that they bring to it.*

*MNCCC will ensure that adults have access to our courses and services regardless of educational background, gender, marital status, sexual preference, race, colour, pregnancy, national origin, ethnic or socio-economic background, physical or intellectual impairment, and religious or political affiliation. MNCCC see value in the things that make us different and provide synergy for the learning experience of students, staff and tutors alike.*

*MNCCC will encourage a positive image of and attitude towards people with disabilities to enable them to participate in our courses and activities. MNCCC will provide equal access and support wherever practicable, within the restraints of our resources. When*

students present with a physical disability, *MNCCC* will ensure classes are accessible and appropriate support is provided.

Staff and Trainers with physical disabilities will be given equal access to recruitment, selection and professional development opportunities, available information, the use of premises, equipment and facilities, and other conditions of employment, wherever practicable.

Each year *MNCCC* will seek and aim to provide funding, dependent on our financial resources, to assist targeted equity groups to enroll in our programs and courses.

*MNCCC* will provide literacy and numeracy support when funding is available and will encourage and assist people with disadvantages to participate in our other programs and courses, although access for all disadvantaged people may be limited by resources and available facilities.

*MNCCC* will provide literacy and numeracy awareness training for our tutors and administrative staff to enable them to better assist participants to meet course requirements.

Training Manager will monitor the progress of all students with disadvantages enrolled in our courses, and will regularly review their performance with their Trainers to ensure *MNCCC* are meeting the students' needs.

Where possible and appropriate, and in consultation with the student, *MNCCC* may arrange for a voluntary helper to accompany a student with a disadvantage in classes, free of course fees.

*MNCCC* will endeavour to ensure that all teaching resources are free from gender, cultural and other reflections of discrimination to enable individuals from disadvantaged groups' equal and fair opportunity to demonstrate their competency.

Our commitment to the principles of equal access and equity, anti-discrimination, and respect for diversity are included in our Code of Practice and in all our induction procedures.