
ACCESS & EQUITY

Access and equity means the policies and approaches that ensure we are responsive to the diverse needs of all clients and that participation in our programs and courses 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.

POLICY

NWCC has a commitment to treat all students with dignity and fairness, acknowledging the adult environment in which we operate and the experience and life skills that they bring to it. This policy is to reflect how NWCC will integrate access and equity principles into all training and assessment activities it conducts or is conducted on its behalf.

NWCC 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. We see value in the things that make us different and provide synergy for the learning experience of students, staff, and tutors alike.

NWCC will encourage a positive image of people with disabilities and provide appropriate support to enable them to participate in our courses and activities, and gain skills that will help them to increase their independence.

NWCC will provide equal access for students with physical disabilities wherever practicable, within the restraints of our financial resources and available premises and facilities.

Staff and tutors 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 NWCC will provide funding, dependent on our financial resources, to assist targeted equity groups to enrol in our programs and courses.

NWCC will provide literacy and numeracy support, and will also encourage, assist and subsidise people with disadvantages to participate in our other general programs and courses, although access for all disadvantaged people may be limited by financial resources and available facilities.

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

The Program Manager where applicable, in co-ordination with trainers will monitor the progress of all students with disadvantages enrolled in our courses, and will regularly review their performance with their tutors to ensure we are meeting the students' needs.

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

NWCC 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 NWCC Code of Practice and in all our induction courses.

Legislation includes:

Commonwealth Racial Discrimination Act 1975

Commonwealth Sex Discrimination Act 1984

Commonwealth Disability Discrimination Act 1992

Commonwealth Racial Hatred Act 1995

Disability Services Act 2006