

Access & Equity Policy

Access & Equity Policy

PURPOSE:

Academy of Counselling is committed to providing all students with equal opportunity to pursue their training and development. This policy and procedure is to be used by Academy of Counselling to integrate access and equity principles into all training and assessment activities it conducts or is conducted on its behalf.

SCOPE:

This policy covers all Academy of Counselling policies and procedures and all training function activities.

DEFINITIONS:

Access and Equity principles include:

- Equity for all people through the fair and appropriate allocation of resources
- Equality of opportunity for all people without discrimination
- Access for all people to appropriate quality training and assessment services
- Increased opportunity for people to participate in training.

Disadvantaged groups include the following groups who traditionally have been underrepresented in

- Vocational Education and Training (VET):
- People with a disability
- Aboriginals and Torres Strait Islanders
- Women
- People from non-English speaking backgrounds
- People in rural and remote areas
- Long term unemployed

Discrimination can be direct, indirect or systemic:

DIRECT DISCRIMINATION

Direct discrimination is any action which specifically excludes a person or group of people from a benefit or opportunity, or significantly reduces their chances of obtaining it, because their status or personal characteristics, irrelevant to the situation (eg, sex, ethnic origin) are applied as a barrier. Direct discrimination has as a focus assumed differences between people.

INDIRECT DISCRIMINATION

Indirect discrimination is the outcome of rules, practices and decisions which treat people equally and therefore appear to be neutral; but which, in fact, perpetuate an initially unequal situation and therefore significantly reduce a person's chances of obtaining or retaining a benefit or opportunity. Rules, practices and decisions are applied to all groups alike but it is the very assumption of a likeness that constitutes the discrimination.

SYSTEMIC DISCRIMINATION

A system of discrimination perpetuated by rules, practices and decisions which are realised in actions that are discriminatory and disadvantage a group of people because of their status or characteristics.

National Education Academy_Version 1 – March 2010

This page left blank intentionally.



aoc.edu.au