



Policy E1: Access and Equity – Student Version

Purpose:

This policy shows that Murray ACE Swan Hill Inc. cares about meeting the needs of all its clients. We understand that things like age, gender, culture, disability, and where someone lives can affect how well they can join in and succeed.

Scope:

This policy applies to everyone at Murray ACE staff, clients, and visitors.

Policy Statement:

- **Equal Access:** We provide fair access to our services and aim for all community groups to achieve similar educational outcomes.
- **Community Empowerment:** We help community members gain knowledge and skills tailored to their specific needs.
- **Informed Enrolment:** We ensure all necessary information is shared with clients before they enroll, preventing any disadvantages.
- **Advocacy for Equality:** We support equal opportunities and human rights, treating all clients fairly without discrimination.
- **Cultural Respect:** We acknowledge and respect Victoria's First Nations peoples and their ongoing cultural heritage.
- **Inclusive Training:** Our training services are open to everyone over 16, regardless of background, culture, gender, or personal circumstances.
- **Support for Aboriginal Learners:** We actively assist Aboriginal learners in pursuing education and training opportunities.
- **Professionalism:** Our staff are expected to be professional and supportive in all interactions.
- **Complaints Process:** We have procedures for addressing complaints while protecting personal information under the Privacy Act 1988.
- **Assessment Access:** We ensure assessments are accessible to all learners, regardless of location.
- **Reasonable Adjustments:** We make necessary adjustments for individuals with disabilities during assessments without compromising outcomes.
- **Good Practice:** Our trainers use flexible assessment methods that reflect best practices.

By following these principles, we aim to create an inclusive and fair environment for all learners.

Promoting Participation for Aboriginal Victorians

Murray ACE Swan Hill Inc. values Aboriginal people in their learning journey. Here are some strategies we use:

Murray ACE Swan Hill Inc. is inclusive, responsive and respectful of Aboriginal people at every stage of their learning and development journey. Murray ACE implement the following strategies to create an inclusive and culturally safe environment that promotes active participation and engagement for Aboriginal Victorians.



- **Community Engagement:** We build strong partnerships with local Aboriginal communities, including Clontarf and Mallee District Aboriginal Service (MDAS), to involve them actively in education. This includes regular consultations and participation in cultural events.
- **Professional Development:** We provide ongoing training for our staff to improve their understanding of Aboriginal cultures and contemporary issues.
- **Student Support Services:** Our Reconnect Coordinator offers one-on-one support and collaborates with local services for additional help.
- **Recognition:** We celebrate the achievements of all students through awards and other platforms to highlight their successes.
- **Accessible Resources:** We ensure our educational materials are inclusive and available in local languages, incorporating Indigenous perspectives.
- **Continuous Improvement:** We evaluate our programs regularly through student surveys to identify areas for improvement and adapt to the needs of our students.

By implementing these strategies, we aim to create a learning environment that not only respects but actively encourages the participation of Aboriginal Victorians, empowering them throughout their educational journeys.

Initial Implementation Date: *March 2010*

Review Record

Related Documents or links		
Australian Human Rights Commission https://www.humanrights.gov.au/		
Date Endorsed by Committee of Management		13/09/2016
Date of Review	Name & Position	
04/06/2012	Shane Miller – Successus	
1/2/2014	Lorri Lambert – Training Coordinator	
26/06/2014	Leanne Shannon-Kelson – Centre Manager	
05/07/2019	Leanne Shannon-Kelson – Centre Manager	
08/11/2023	Leanne Shannon-Kelson – Centre Manager	In consultation with Dr Ann Murray
24/10/2024	Leanne Shannon-Kelson Murray Ace Swan Hill	Staff Meeting with DR,OC and DJ