

# Access & Equity Policy



## 1. Purpose

The purpose of this policy is to ensure K & T Training & Assessing Pty Ltd provides a learning environment that is inclusive, fair, and responsive to the diverse needs of all students. This includes promoting equal access to training, eliminating discrimination, and providing reasonable support to those who may experience disadvantage.

## 2. Scope

This policy applies to all learners, employees, trainers, assessors, contractors, and representatives of K & T Training & Assessing Pty Ltd.

## 3. Policy Statement

K & T Training & Assessing Pty Ltd is committed to fostering a training environment that upholds principles of fairness, respect, dignity, and opportunity for all. We support learners regardless of their age, gender, cultural background, disability, socioeconomic status, sexuality, religion, or language.

## 4. Responsibilities

- Learners are responsible for treating others with respect and raising any access issues with employees.
- Trainers and assessors must identify and implement reasonable adjustments to support learning.
- Management ensures systems are in place to identify and support equity groups.

## 5. Principles

- All learners are given equal opportunity to access, participate and succeed in training and assessment.
- Special consideration and adjustments are made where reasonable and necessary.
- Support services are confidential and offered without prejudice.

## 6. Complaints

Students who believe they have experienced unfair treatment or discrimination may lodge a complaint via the Complaints and Appeals Policy. All matters are handled promptly and confidentially.

