

## Access & Equity Policy

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|--------------------------|----------------------------------------------------|
| <b>Provider</b>          | The Bright College   RTO 45752   CRICOS 03945D     |
| <b>Campus</b>            | Level 2, 440 William Street, Perth WA 6000         |
| <b>Policy version</b>    | 3.1                                                |
| <b>Regulatory review</b> | 15 September 2026                                  |
| <b>Applies to</b>        | All applicable domestic and international students |
| <b>Policy owner</b>      | CEO / Academic Manager                             |
| <b>Next review</b>       | 15 September 2027                                  |

### Regulatory framework

- National Vocational Education and Training Regulator Act 2011 (Cth).
- National Vocational Education and Training Regulator (Outcome Standards for Registered Training Organisations) Instrument 2025 (effective for RTOs from 1 July 2025).
- Disability Discrimination Act 1992 (Cth).
- Disability Standards for Education 2005 (current compilation from 1 August 2026).
- Racial Discrimination Act 1975 (Cth).
- Sex Discrimination Act 1984 (Cth).
- Age Discrimination Act 2004 (Cth).
- Equal Opportunity Act 1984 (WA).

### Policy and procedure

The Bright College's Management and Staff provide assistance to all clients to identify and achieve their desired learning outcomes. We are committed to providing Training and Assessment services to all students regardless of race, religion, sex, socio-economic status, disability, language, literacy, or numeracy.

#### Access and Equity Procedures

- The Access and Equity Policy of The Bright College is provided within the Code of Practice displayed on The Bright College's notice board.
- The Access and Equity Policy of The Bright College is explained within the Staff Induction Procedure within all staff recruitments.
- The Access and Equity Policy of The Bright College is described within the Staff & Trainers Manual.
- Special client needs will be identified through initial contact with Administration and Enrolment Staff, receipt of application materials, and Orientation events prior to the commencement of training and or assessment.
- All Staff must follow the Principles of Fairness and Flexibility in workplace assessment.
- Where a conflict between other policies is recognised in applying the Bright College's Access and Equity Policy, the staff member will report the conflict to The Bright College's Management.
- Access and Equity Training and Assessment adjustments (reasonable adjustment) must be reported to the next Management meeting.