

Student Wellbeing Policy

Provider	The Bright College RTO 45752 CRICOS 03945D
Campus	Level 2, 440 William Street, Perth WA 6000
Policy version	3.1
Regulatory review	15 September 2026
Applies to	All applicable domestic and international students
Policy owner	CEO / Academic Manager
Next review	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).
- Work Health and Safety Act 2020 (WA).
- Work Health and Safety (General) Regulations 2022 (WA) (current consolidation from 1 July 2026).

Compliance note: New policy added through the 2026 compliance gap review/cross-check. It must be approved and implemented with supporting forms, staff instructions and registers before publication.

1. Purpose

To identify and respond to wellbeing needs of The Bright College's VET student cohorts and ensure students know how to access appropriate support. This policy complements, rather than replaces, emergency, disability, learner-support, complaints and CRICOS support arrangements.

2. Cohort wellbeing needs

- Management will identify wellbeing risks reasonably associated with the College's cohorts, delivery modes, training products, placements and student circumstances.
- The review may use enrolment/support data, incidents, complaints, attendance/engagement, staff observations, student feedback and placement feedback while respecting privacy.
- Controls and referral options will be reviewed when risks or cohorts change.

3. Student information and access

- Students will receive clear information about internal support contacts and external services through enrolment/orientation, the website/handbook and targeted communications.
- Support information will be accessible, culturally appropriate and include emergency and after-hours options.
- Students may approach administration, trainers, the Student Support/Overseas Student Contact Officer or other nominated staff.

4. Response and referral

- Staff will listen respectfully, assess immediate safety needs and refer matters to an appropriately qualified service where they are outside the staff member's role.
- In an emergency or imminent safety risk, emergency services must be contacted.
- Reasonable academic support, temporary adjustments or referral may be considered without compromising training-product requirements or assessment integrity.
- International students must also receive the support required by National Code Standard 6.

5. Privacy and records

Wellbeing information will be handled sensitively and only shared on a need-to-know or lawful basis. Records must be proportionate to the support/risk being managed and retained securely.

6. Responsibilities and review

Management is responsible for wellbeing systems and referral information; staff must know escalation pathways; students are encouraged to seek assistance early. Effectiveness will be reviewed through risk management and continuous improvement.