



Access and Equity Policy

1 Purpose

This document guides The Equine & Animal Assisted Psychotherapy Institute training and assessment to ensure access equity principles are adopted and maintained.

2 Scope

This document relates to The Equine & Animal Assisted Psychotherapy Institute training and assessment services, including all training courses offered.

3 Policy Statement

The Equine & Animal Assisted Psychotherapy Institute strives to provide equal opportunity in training and assessment for all participants within the limits of the organisation's resources.

The Equine & Animal Assisted Psychotherapy Institute aims to provide appropriate support services to maximise participation and learning outcomes.

The Equine & Animal Assisted Psychotherapy Institute does not advocate any form of discrimination and endeavours to ensure inclusive activities to support the participation of specific equity groups such as but not limited to:

- Women
- Mature age learners
- Indigenous Australians
- Learners with a physical or intellectual disability
- Learners from non-English speaking backgrounds
- Learners with Language, Literacy and Numeracy needs
- Residents of rural and remote communities

4 Procedure

- The access and equity policy of The Equine & Animal Assisted Psychotherapy Institute is provided within the Code of Practice.
- The access and equity policy of The Equine & Animal Assisted Psychotherapy Institute is explained in the staff induction procedure and found in the participant handbook
- Students have the opportunity to disclose or have identified learning support needs at enrolment or throughout courses and The Equine & Animal Assisted Psychotherapy Institute will provide the appropriate supports.
- The Equine & Animal Assisted Psychotherapy Institute staff will follow access and equity procedures and the principles of fairness and flexibility.

4.1 Definitions

Access refers to the ability to enter and participate in training, improving access might involve strategies such as ensuring that selection criteria does not discriminate against certain learners, and adapting marketing activities to encourage learners to participate.

Equity is a term used to cover issues relating to access to, and participation in education. Equity issues cover a vast range of matters but essentially refer to the capacity for all learners to achieve results in training and to receive training in an inclusive environment with inclusive materials.

Related Legislation

Legislation and guidelines relating Access and Equity are:

- Disability Standards for Education (2005)
- Disability Discrimination Act (1992)
- Human Rights and Equal Opportunity Commission Act (1986)
- Sex Discrimination Act (2004)
- Racial Discrimination Act (1975)

General

To maintain access and equity principles. The Equine & Animal Assisted Psychotherapy Institute ensures the following:

- There is no bias and discrimination in enrolment processes and admission into training courses based on the applicant meeting the documented entry requirements.
- Clear information regarding course entry requirements is made available and reflects requirements of the training course.
- Participants with specific needs are catered for as far as practicable
- Reasonable adjustment is taken wherever possible to support learner participation in training.
- Course materials are free from bias, inclusive
- The training environment is free from harassment or discrimination
- Fair and equitable grievance and appeals processes are in place and available for participants to access
- Trainers and assessors are provided with relevant support

External Support Services

The Equine & Animal Assisted Psychotherapy Institute endeavours to support the specific needs of learners, however there may be times where it is necessary for the learner to engage with external support services. The following information is provided as a general reference, contact details are subject to review and updates in the future.

Counselling Services

Kids helpline (for youth)

Phone: 1800 551 800

Lifeline

Phone: 13 11 14

Australian Centre for Grief and Bereavement

Phone: 1800 642 066

National Sexual Assault Domestic Family Violence Counselling Service

Phone 1800Respect – 1800 737 737

Drug and Alcohol Support Services

Reachout

ww.reachout.com.au

Australian Drug Information Network

<https://www.adin.com.au/>

Family Drug and Alcohol Support Line

Phone: 1300 85 85 84

Language, Literacy and numeracy (LLN)

The Reading Writing Hotline

Phone: 1300 655 506

Physical Impairment

The independent living Centre

Phone: 1300 885 886

Vision Impairment

Vision Care Australia

Phone: 1300 84 74 66