1. Purpose

1.1 To ensure that student application and selection processes at Pacific College of Technology (PCT) are fair, equitable and transparent and that all students and persons seeking to enrol at PCT can be advised and treated in a fair and equitable manner.

2. Policy Equity and Diversity Policy

2.1 This policy represents PCT’s commitment to ensuring that everyone has the opportunity to successfully gain skills, knowledge and experience through vocational education and training.

2.2 This policy has been developed to address the particular requirements of:
   - potential students;
   - students currently enrolled at Pacific College of Technology; and
   - College staff.

2.3 PCT is responsible for fulfilling its commitment to access and equity by ensuring continued participation of target groups in VET programs.

3. Equity

3.1 Essentially, equity means fairness. At Pacific College of Technology it means that people are provided with an opportunity to access, participate in and successfully achieve outcomes.

3.2 Pacific College of Technology also has an understanding that:
   - it is common for people to identify with more than one equity group;
   - there are differences within and between equity groups;
   - each equity group does not experience the same type of disadvantage; and
   - there remain many common barriers for equity groups.

4. Diversity

4.1 Pacific College of Technology recognises that there are many factors which influence the ability of people to access, participate in and succeed in a vocational education and training environment, including:
   - prior educational experiences
   - goals and expectations
   - work and social experiences
   - geographic location
   - learning styles
   - gender
   - family
   - language
   - values and beliefs
   - income
   - cultural identity
   - motivation
   - religion
   - age
5. This policy will be used to:

- inform staff, students and the wider community of Pacific College of Technology;
- commit to equity and diversity;
- guide the development of Institute specific equity implementation plans and strategies; and
- facilitate the design of products and services that are attractive to clients.

6. Policy Statements

6.1 Pacific College of Technology:
- Aims to provide training programs and services that are accessible to all people.
- Account for the requirements of individual learners in the strategic and operational planning processes.
- Provide opportunities for clients and staff to be involved in the planning and decision-making processes on matters that affect them.
- Strives to enable members of equity groups to successfully participate in vocational education and training through training and support service delivery.
- Provides opportunities for all people to achieve outcomes that meet their personal goals.
- Provides training and support services in an environment free from harassment.
- Provides the avenues of internal and external appeals for student’s complaint and appeals

7. Fair Treatment

7.1 Pacific College of Technology will treat fairly all students and other persons seeking to access the services offered by the College.

8. Publication

8.1 This Policy and associated procedures will be made available to students and potential students through publication on the website www.pct.edu.au.