

Diversity and Equity Policy

1. Purpose

- 1.1 This policy details Perth Bible College’s promotion of diversity and equal opportunity for entry and progression of courses offered by the College.

2. Scope

- 2.1 This policy applies to:
- 2.1.1 all staff of Perth Bible College; and
 - 2.1.2 all prospective and current students of Perth Bible College.

3. Responsibility

- 3.1 The Principal is responsible for the implementation of this policy.

4. Definitions

<i>Aboriginal and Torres Strait Islander</i>	A person of Aboriginal or Torres Strait Islander descent who identifies as an Aboriginal or Torres Strait Islander and is accepted as such by the community in which he or she lives (High Court of Australia (1983)).
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5. Policy Provisions

Principles

- 5.1 Perth Bible College recognises it operates in a diverse local, national and global community and values the diversity of its staff and student population.
- 5.2 Perth Bible College endorses the nominations of the Australian Commonwealth Government (1990) of specific underrepresented equity groups in higher education as priorities in institutional equity planning. Specific measures may be provided that give precedence to those groups. As it does so Perth Bible College will also seek to address other diversity issues that may arise for other minority groups, including but not limited to international students

- 5.3 The six groups identified were:
 - 5.3.1 Aboriginal and Torres Strait Islander peoples;
 - 5.3.2 People from non-English speaking backgrounds;
 - 5.3.3 People from lower socio-economic backgrounds;
 - 5.3.4 People with disability;
 - 5.3.5 People from rural, remote, or isolated areas; and
 - 5.3.6 People who are the first in their family to attend a higher educational institution.
- 5.4 Perth Bible College ensures that all individuals have the right to enrol in its higher education courses without prejudice.
- 5.5 After admission, Perth Bible College is committed to providing full and equitable access to its educational services and support systems to all students without discrimination.
- 5.6 All staff must respect the rights of others and treat individuals fairly.

Implementation

- 5.7 In addition to the above, Perth Bible College fulfils its commitment to diversity and equity by:
 - 5.7.1 ensuring that policies, requirements and procedures are documented and applied fairly and consistently, and are easily accessible;
 - 5.7.2 ensuring that all products and services offered at Perth Bible College are inclusive of a range of student needs, including access to credit transfer, recognition of prior learning (RPL), and alternative entry options which support diversity and equity objectives;
 - 5.7.3 ensuring that Perth Bible College's learning environment is free from bullying, harassment, and discrimination;
 - 5.7.4 ensuring that Perth Bible College is free from cultural, gender related or any other form of discrimination;
 - 5.7.5 ensuring successful transition and progression of study by applying programs or processes that recognise student cohort needs. For example, orientation or support programs, as outlined in the *Student Support Policy* and accompanying procedure;
 - 5.7.6 ensuring that the teaching and learning is designed to accommodate student diversity, and to create equivalent opportunities for academic success for all students, regardless of backgrounds;

- 5.7.7 giving specific consideration to the recruitment, admission, participation and completion of Aboriginal and Torres Strait Islander peoples; and
 - 5.7.8 ensuring that participation, progress, and completion statistics of identified student equity groups are collected and that the data and findings are used in the development of policies and strategies relevant to those equity groups as defined in 5.4.
- 5.8 All staff will observe Perth Bible College's commitment to access and equity requirements by ensuring that:
- 5.8.1 information relating to diversity and equity is available to all prospective students;
 - 5.8.2 diversity and equity principles are communicated to staff through staff induction training and professional development activities;
 - 5.8.3 staff must interact with prospective and current students in a courteous, professional and non-discriminatory way; and
 - 5.8.4 staff must use appropriate language in dealings with students and in developing course materials in agreement with this policy.

Complaints

- 5.9 All students have the right to object to bullying, harassment and discrimination in any form, and to lodge a formal complaint when such discrimination takes place.
- 5.10 Any complaints about breaches of this policy will be dealt with in accordance with Perth Bible College's *Student Complaints and Appeals Policy* and accompanying procedure.
- 5.11 Complaints may also be made externally to the Australian Human Rights Commission.

Monitoring and Evaluation

- 5.12 Perth Bible College will regularly review and update its *Student Complaints and Appeals Policy* to ensure they reflect best practice and will widely promote these to all staff and students.
- 5.13 The Dean of Studies will monitor the participation, academic progress, and completion of students within the groups identified in item 5.4 above in order to inform subsequent changes to admission policies (if such changes are deemed necessary).

5.14 The findings will also be presented to Perth Bible College's Academic council and used to improve the teaching, learning and support strategies for students within this groups identified in 5.4 above.

6. Policy Information

Date first approved: 16/06/2021	Date of effect: 01/07/2021	Date last amended: 28/07/2021	Date of next review: 28/07/2022
Approved by		Principal	
Authorised Officer		Dean of Students	
Supporting documents, procedures & forms of this policy		<i>Student Support Policy</i> <i>Student Support Procedure</i> <i>Student Complaints and Appeals Policy</i> <i>Student Complaints and Appeals Procedure</i>	
Related Legislation and Codes of Practice		Higher Education Standards Framework 2015, Part A: Standard 2 Tertiary Education Quality and Standards Agency (TEQSA) Act 2011	
Audience		Public	

7. Version History

Review Table			
Date	Review Type <ul style="list-style-type: none"> • Scheduled • Policy amendment • Admin update 	Summary of Changes	Review person/group
06/08/2019	Policy amendment	New template and amendments made.	Natalie Tierney Capital Review Group consultant
28/07/2021	Scheduled	Review and general clean up	BoM