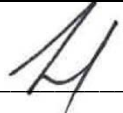



Access and Equity Policy

Description			
Domain:	Corporate		
Policy Number:	COR024		
TRIM Folder Number:	14/9061		
Owner: Responsible Area/Dept	Director of Medical and Cultural Education (DMCE)		
Date Originally Adopted:	09 May 2014		
Author:	Dr Tamsin Cockayne, DMCE		
Distribute to:	Program Participants ✓	Staff ✓	Board X
Via	Information Bulletin ✓	Email ✓	Website ✓
This Policy includes:	Procedure		No
	Instrument(s)		No
	Attachment(s)		No
Approval Process:			
DMCE Approved to Progress	Yes	Signature:  Date approved: 09 / 05 / 2014	
Board Committee Approved to Progress:	N/A		
Final Authorisation	CEO		
Review Cycle:	Annually and as required		
Signature:			09 / 05 / 2014
Title	CEO		Date

Year Reviewed		
2015	Comment:	
	Signature:	
	Name & Title: Dr Brett Dale, CEO	Date
20126	Comment	
	Signature	
	Name & Title: Dr Brett Dale, CEO	Date

Policy

1.0 Purpose

Northern Territory General Practice Education (NTGPE) Access and Equity Policy aims to ensure our services meet the diverse needs of all Australians irrespective of their age, gender, disability, country of birth, language, race, creed, religion, culture or other background.

Our Access and Equity Policy is designed to ensure our employees and program participants achieve their maximum potential and participate fully in the world of work and society.

Our Access and Equity Policy also aims to assist our training partners to achieve their goal of producing quality trained and effective employees (GPRs).

This means ensuring that the education and training provided by NTGPE is culturally appropriate, accessible, effective and responsive to the diverse needs of NTGPE employees, program participants and training partners. In addition, the implementation of this Policy should ensure that the benefits of the education and training services provided by NTGPE are available to both employees and program participants on a transparent and impartial basis.

2.0 Scope

2.1 Application

This policy applies to all NTGPE employees and program participants of NTGPE.

2.2 Limitations

Nil.

3.0 This Policy is underpinned by:

3.1 Access

NTGPE's education and training services should be available to program participants, free from any form of discrimination and irrespective of a person's age, gender, disability, and country of birth, language, race, creed, religion, culture or other background.

3.2 Equity

NTGPE's Training services will be delivered on the basis of fair, consistent and equitable treatment of all program participants.

3.3 Acknowledgement

NTGPE's recognises that certain individuals face barriers to participation and achievement in training and employment, such as women, people with disabilities, people from non-English speaking backgrounds, Indigenous Australians, rural and remote learners and other disadvantaged groups. As a consequence of this recognition, NTGPE will do its utmost to ensure that these disadvantaged groups are treated equitably.

3.4 Collaboration

Where appropriate, NTGPE will work in partnership with organizations and/or individuals with specialist skills to improve outcomes for individuals facing barriers to participation and achievement in training.

3.5 Communication

NTGPE's will ensure program participants, employees and training partners are kept informed of their rights, entitlements and other information. NTGPE welcomes feedback from our partners and will respond in accordance with this policy.

3.6 Responsiveness

NTGPE will be sensitive to the needs of our various partners and promptly respond in a manner that reflects this policy.

3.7 Effectiveness

NTGPE will be 'results-oriented' and focused on meeting the diverse needs of our program participants and training partners.

3.8 Efficiency

NTGPE will use our available resources to deliver services in an appropriate effective manner that meets the diverse needs of our stakeholder communities.

3.9 Accountability

This Policy will be reviewed regularly to ensure NTGPE is meeting its obligations under this Policy and that currency with progressive practice is being maintained. As part of the regular review process, the objective shall be maintain a continuous improvement approach to ensure that NTGPE meets the diverse needs of our program participants and training partners and ultimately resulting in increased and improved participation and achievement in specialist GP training.

3.10 Compliance

NTGPE shall abide by and observe all legislative requirements in relation to equal employment opportunity, anti-discrimination and other just workplace practices.

3.11 Training

All staff of NTGPE shall receive regular training in respect of this Policy to ensure that they are informed with the knowledge to ensure that their individual approach supports the basis of our commitment to access and equity.

3.12 Transparency

This Policy shall be provided to program participants at orientation and shall be freely available to all staff and training partners from our website www.ntgpe.org.

4.0 Related Documents

- Critical Incident Guide and Critical Incident Form
- NTGPE Complaints, Appeals and Critical Incidents Register

5.0 Related Policies and Legislation

5.1 COR015 Anti-Discrimination and Equal Opportunity Policy

5.2 COR003 Workplace Health and Safety Policy

5.3 COR017 Workplace Bullying Policy

5.4 EDU003 Education and Training Complaints and Appeals Policy

6.0 Relevant Legislation

Federal, State and Territories Anti-Discrimination Laws