



Access and Equity Policy

Guild Training is committed to providing a fair and equitable learning and working environment for all learners and staff. Guild Training seeks to ensure that its program design, course content, training facilities, and all aspects of the training and assessment process provide equality of educational opportunity to all learners.

Guild Training acknowledges that this is dependent on non-discriminatory access to services and comparable educational outcomes by all groups in society. Providing accessible and equitable education and training to all prospective learners will enable them to develop knowledge and skills to enhance life and work opportunities.

Guild Training recognises that particular groups of people in society have experienced institutional disadvantages and unequal education outcomes and therefore ensures that it works to eliminate barriers to access and participation. All Guild Training products and services contain no implicit limitations based on age, gender, physical, mental, social or educational background that may constrain any learner's participation in training and assessment. Guild Training ensures equity for learners through the fair allocation of resources and involvement in vocational education and training.

This policy and procedure has been developed by the Pharmacy Guild of Australia as an all-inclusive document for delivery of training and assessment services in the state/territory Branches and should be read in conjunction with the individual state/territory Branch policies and procedures.

Procedures: actions and responsibilities

| Action | Responsibility |
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| Guild Training strives to work within State and Commonwealth anti-discrimination and equity legislation framework. Through the implementation of these policy/procedures, the benefits of participating in training is available to everyone on an equitable basis, including the following groups: <ul style="list-style-type: none">• People from culturally diverse backgrounds• Indigenous Australians• Unemployed individuals• People living with disabilities• People from rural and remote areas• Members of disadvantaged groups• Individuals participating in a non-traditional area of study. | National Secretariat State Branches |
| The National Secretariat is responsible for ensuring that access and equity issues are incorporated into Guild Training's operations and adhered to by both learners and staff. The Head – Guild Pharmacy Academy has been identified as the primary contact person for staff and learners who have access and equity issues. | National Secretariat |
| To assist with this commitment Guild Training fosters the implementation of access and equity practices by ensuring: <ul style="list-style-type: none">• Barriers to access and participation are identified and strategies developed to overcome them.• Where possible, all training and assessment programs and services are relevant, accessible, fair and inclusive.• All Guild Training products and services contain no implicit limitations based on age, gender, physical, mental, social or educational background that may constrain any learner's participation in training or assessment.• Reasonable adjustments are made to delivery and assessment practices to meet individual learner needs• That practices are non-discriminatory and pay due consideration to the needs of all groups. | National Secretariat |

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| <p>Guild Training will fulfill its access and equity principles by ensuring:</p> <ul style="list-style-type: none"> • All prospective learners are informed on the options available to meet their individual needs. • All learners have the opportunity to participate in training and assessment activities and achieve their employment goals. • All learners are provided with information about access and equity issues and Guild Training’s complaint resolution process. <p>Access and equity principles are communicated to learners using the following methods:</p> <ul style="list-style-type: none"> • Pre-Enrolment Information Guide • Learner handbook • Training Agreement • Guild websites | <p>National Secretariat State Branches</p> |
| <p>Given the nature of the environment in which pharmacy and dispensary assistant work with access to medicines and drugs of dependence the Guild reserves the right to require learners to undertake police checks prior to the commencement of their training course.</p> | <p>State Branches</p> |
| <p>Guild Training staff will meet their access and equity requirements by ensuring:</p> <ul style="list-style-type: none"> • Equal opportunity and access and equity policies are in place and understood • Staff have identified responsibility and are aware of equal opportunity matters • Induction and professional development is provided to staff to equip them to understand and implement the principles of access and equity. • Guild Training staff will provide timely and appropriate information, advice and support services to assist learners to identify and achieve their desired outcomes. • All Guild Training staff members are responsible to ensure that they understand and implement this policy and behave in a courteous, sensitive and non-discriminatory manner when dealing with other staff, learners and clients <p>Access and equity principles are communicated to staff by the following methods:</p> <ul style="list-style-type: none"> • Staff induction manual • Training Agreement • Policies/procedures and information sheets (located on Alfresco) | <p>National Secretariat State Branches</p> |
| <p>Staff selection complies with accepted personnel recruitment standards, applying the principles of equal employment opportunity and access and equity.</p> | <p>National Secretariat State Branches</p> |

Associated documentation

- Pre-Enrolment Information Guide
- Training Agreement
- Learner handbook
- Staff induction manual
- Access and equity – information sheet

Related topics

References

Authority

- National Training Manager – 12.02.2009
- National Training Manager – 15.06.2010
- National Training Manager – 29.07.2011
- Academy Compliance Manager – 18.10.2013
- Academy Compliance Manager – 17.06.2015
- Head – Guild Pharmacy Academy – 09.07.2016
- Head – Guild Learning and Development – 04.05.17