



Diversity and Equity Policy

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Approved Date:	09/08/2018	Review period	12 months
Related Policy/Procedure:	<ul style="list-style-type: none"> ➤ Course Progression Policy and Procedure ➤ Student Support and Welfare Policy ➤ Teaching and Learning Policy and Plan 		
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Diversity and Equity Policy

Purpose

This Policy sets out how Lyons College ensures the recognition and accommodation of student diversity to create equivalent opportunities for academic success regardless of a student's background.

Scope

This Policy applies to all Lyons College staff and all students (or prospective students) for all higher education courses of study offered by Lyons College.

Policy

Lyons College acknowledges and embraces the diversity of students and staff and understands that different students require various levels of support and assistance. Lyons College will provide support to students to assist them in achieving success in their academic endeavours as outlined in the *Student Support, Welfare and Wellbeing Policy* and the *Course Progression and At Risk Student Policy*.

This Policy is centred around ensuring that any student, regardless of socioeconomic, educational, religious or cultural backgrounds, and regardless of having a mental or physical condition or disability, are afforded the same opportunity to succeed in their academic endeavours.

The key principles of this Policy are:

1. All students will be treated equally, regardless of their background
2. Every student will be afforded the opportunity to succeed with their academic endeavours
3. Where a student has been identified as requiring it, reasonable adjustments will be made to provide them the best opportunity to succeed with their academic endeavours
4. People of Aboriginal and Torres Strait Island background will be encouraged to apply for admission
5. All students will be provided support when needed to give them the best opportunity to succeed in their academic endeavours
6. Policies, Procedures, pedagogy, teaching methods, support strategies and other mechanisms for the promotion of equity amongst student cohorts will undergo continuous improvement

Lyons College will achieve these principles by:

- Having an *Admissions Policy and Procedure* that reflects that special consideration is given for applicants from under represented or disadvantaged backgrounds, including people of Aboriginal and Torres Strait Islander background
- Having a *Teaching and Learning Policy and Plan* that takes into account any requirements and adjustments that students from under represented or disadvantaged backgrounds might need
- Having a *Course Progression and At Risk Student Policy and Procedure* and *Student Support, Welfare and Wellbeing Policy and Procedure* that ensure students identified as coming from under represented or disadvantaged backgrounds are given the opportunity to succeed in their academic endeavours
- Monitoring and reporting of student participation, progression, retention, attrition and completion for cohort subgroups identified as coming from under represented or disadvantaged backgrounds, with findings and recommendations made to improve outcomes