Access and Equity in Training Policy

Document Number:	ATIM-ORG-POL-001
Approver:	John London
Review Timing:	24 Months
Last reviewed:	06.01.2026
Version:	1.4

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1   Policy Statement

At ATI-Mirage, we are committed to creating an inclusive, respectful, and equitable learning environment that allows all individuals to thrive and reach their full potential. This policy ensures that everyone has fair and equal access to training opportunities, free from any form of discrimination or harassment.

2   Scope

This policy applies to:

- All students and clients of ATI-Mirage.
- All ATI-Mirage staff, including trainers, assessors, and administrative personnel.
- Third-party service providers acting on behalf of ATI-Mirage.

The policy covers all aspects of ATI-Mirage's operations, including:

- Recruitment and enrolment processes.
- Delivery of training and assessment services.
- Provision of support services.
- Workplace and learning environments.

This policy underpins ATI-Mirage's commitment to access and equity, ensuring that every individual can participate fully and thrive in our programs.

3   Key Principles

Below are the key principles and commitments underpinning our Access and Equity in Training.

3.1   Equal Opportunities for All

ATI-Mirage ensures that opportunities to undertake training are accessible to everyone and are not restricted on the grounds of:

- Nationality or place of birth
- Language or cultural background
- Age
- Gender, including non-binary and gender-diverse identities
- Sexual orientation or preference
- Marital or family status
- Pregnancy or parenthood
- Disability or differing abilities
- Geographic location
- Political or religious beliefs
- Educational background

This commitment ensures a fair and equitable approach to all aspects of training, from enrolment to delivery and assessment.

3.2   Culturally Appropriate Training

Our training provision is designed to be culturally inclusive and respectful, reflecting the diverse backgrounds and experiences of our students. We strive to ensure that all participants feel valued and supported, irrespective of their cultural or linguistic heritage.

3.3   A Discrimination-Free Environment

ATI-Mirage actively promotes an environment that is free from discrimination in any form.

- Staff and students are encouraged to use inclusive, non-discriminatory language in all communications and interactions.

- Language that unnecessarily distinguishes between genders or perpetuates stereotypes is discouraged, ensuring a respectful and professional atmosphere for everyone.

3.4 Support for Students with Disabilities

We provide access and equity for students with disabilities by:
- Identifying and removing barriers to participation in our courses.
- Offering reasonable adjustments to facilitate full and independent participation in learning activities.
- Ensuring our facilities, resources, and support services are accessible to all students.

3.5 Prevention of Sexual Harassment

ATI-Mirage is committed to maintaining a work and study environment that is completely free from sexual harassment.
- Sexual harassment is treated as a serious breach of the *Equal Opportunity Act* and is not tolerated under any circumstances.
- We take proactive measures to educate staff and students about appropriate behaviours and respond promptly to any reported incidents.

3.6 Zero Tolerance for Bullying

We are committed to providing a safe and respectful environment for all staff and students by:
- Promoting a culture of kindness, collaboration, and mutual respect.
- Taking all reasonable steps to prevent and address bullying within the organisation.
- Ensuring no individual is subjected to or engages in bullying behaviours during any ATI-Mirage activity.

4 Policy Implementation and Review

ATI-Mirage implements this policy through:
- Ongoing staff training to build awareness of access, equity, and inclusivity.
- Clear reporting mechanisms for incidents of discrimination, harassment, or bullying.
- Continuous improvement practices, including regular reviews of policies and procedures to ensure alignment with current legislation and best practices.

5 Our Commitment to Equity and Inclusion

ATI-Mirage recognises the value of diversity and strives to reflect it in our training practices. By promoting access and equity, we aim to empower individuals, build stronger communities, and uphold the highest standards of integrity and respect in everything we do. This policy is central to our vision of fostering a welcoming and supportive learning environment where everyone can succeed.

6 Review and Continuous Improvement

This policy will be reviewed every 24 months to ensure it remains effective, up to date with legal requirements, and reflective of best practices for access and equity.