



DIVERSITY AND INCLUSION POLICY

RELEVANT STANDARD(S):

National Vocational Education and Training Regulator (Outcome Standards for NVR Registered Training Organisations) Instrument 2025 – Standards 2.3, 2.4, 2.5, and 2.6

PURPOSE

The purpose of this policy is to establish Integrity RTO Solutions's commitment to creating an inclusive, diverse, and respectful environment for all students, staff, and stakeholders. Integrity RTO Solutions diversity and recognises that a culture of inclusion enhances learning, teaching, and organisational success.

This policy ensures that:

- Diversity is actively promoted across the workforce, leadership, and student body.
- Inclusion is embedded in workplace culture, recruitment, and decision-making.
- Integrity RTO Solutions maintains a safe and supportive environment that welcomes people of all backgrounds, experiences, and identities.

POLICY PRINCIPLES

This policy applies to all students enrolled in training and assessment at Integrity RTO Solutions and all staff, including trainers, assessors, student support officers, and administrative personnel. It also applies to third-party providers delivering training or assessment on behalf of Integrity RTO Solutions.

Integrity RTO Solutions is committed to fostering a diverse, inclusive, and accessible learning and working environment where all individuals are valued, respected, and supported. Integrity RTO Solutions's approach to diversity, disability support, and inclusion is guided by the following principles:

Commitment to Diversity and Inclusion

Integrity RTO Solutions recognises that diversity strengthens learning and workplace culture. Integrity RTO Solutions ensures that people of all backgrounds, abilities, and identities are welcomed and supported in training and employment.

1. Integrity RTO Solutions celebrates diversity across cultures, abilities, identities, and backgrounds, ensuring that all students and staff feel welcomed, valued, and respected.
2. Integrity RTO Solutions's policies, practices, and decision-making actively promote diversity and prevent discrimination based on race, culture, language, disability, gender, age, sexuality, or socio-economic status.
3. Integrity RTO Solutions fosters an inclusive culture by embedding cultural competency, unconscious bias training and disability awareness across our workforces and training delivery.



Equal Access and Disability Inclusion

All students and staff deserve equal access to education, employment, and opportunities. Integrity RTO Solutions ensures that reasonable adjustments are made to remove barriers for people with disabilities and chronic health conditions.

1. Students and staff with disabilities or ongoing health conditions are encouraged to disclose their needs in a safe, supportive manner.
2. Reasonable adjustments are made to training, assessment, and workplace responsibilities to remove barriers to participation
3. Where reasonable adjustments cannot be made, clear and transparent communication will be provided to the student, with alternative solutions explored.

Student Support and Training Accessibility

Every student should have access to the support they need to progress and succeed in their training. Integrity RTO Solutions provides accessible resources, flexible learning options, and additional academic support when required.

1. All students have reasonable access to trainers, assessors, and student support services to assist them in successfully progressing through their training.
2. Training support services include:
 - a. LLN (Language, Literacy & Numeracy) support
 - b. Assistive technology and accessible resources
 - c. One-on-one academic support and mentoring
 - d. Additional tutorials and flexible learning options
3. Students will receive timely responses to training support queries and will be clearly informed of the staff and services available to them.

Zero Tolerance for Discrimination and Harassment

Integrity RTO Solutions upholds a zero-tolerance policy for discrimination, harassment, bullying, and exclusionary practices. Everyone at Integrity RTO Solutions has the right to work and learn in a safe and respectful environment.

1. We enforce a zero-tolerance policy for discrimination, harassment, bullying, and exclusionary practices.
2. All reports of discrimination will be taken seriously, investigated promptly, and handled confidentially, with protections against retaliation.
3. Training on anti-discrimination, unconscious bias, and inclusive practices will be provided to all staff.



Student Wellbeing and Mental Health Support

Wellbeing plays a key role in student success. Integrity RTO Solutions ensures students are informed about available support services and encourage a holistic approach to wellbeing.

1. Integrity RTO Solutions recognises that wellbeing plays a key role in student success and will proactively identify and respond to student wellbeing needs.
2. Integrity RTO Solutions will provide information on available support services, including:
 - a. External counselling and mental health services
 - b. Financial assistance pathways for students at risk
 - c. Wellbeing support tailored to diverse student needs, including First Nations, CALD, LGBTIQ+, and neurodivergent students.
3. While Integrity RTO Solutions is not responsible for ensuring that students access wellbeing services, Integrity RTO Solutions will actively promote awareness and facilitate referrals where needed.

MONITORING AND IMPROVEMENT

1. The Training Manager will be responsible for ensuring compliance with the Diversity and Inclusion Policy and Processes. All administration staff are responsible for the correct and accurate enrolment in accordance with this policy and relevant procedural documents.
2. All enrolment practices will be monitored by the Training Manager. Areas for improvement will be identified and discussed during the Continuous Improvement Meetings. (See Continuous Improvement Policy)
3. Students and employers (if applicable) are encouraged to provide feedback on their experience and through Integrity RTO Solutions's continuous improvement process.
4. Students can lodge a complaint or appeal an enrolment decision, as per Integrity RTO Solutions's Complaints and Appeals Policy.



VERSION CONTROL

Version Control Table					
Date	Summary of Modifications	Modified by	Version	Date of Implementation	Next Review Date
3/07/2025	Document creation	Integrity RTO Solutions	v. 1.0	16/06/2025	15/06/2026

RTO INFORMATION

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Document Name	Diversity and Inclusion Policy
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