DIVERSITY AND INCLUSION POLICY

TAYLORWEIR HAIRDRESSER & BARBER TRAINING

1. Policy Statement

Taylorweir Hairdresser & Barber Training (Taylorweir) is committed to providing a safe, inclusive, respectful and equitable learning and working environments for all students, employees and stakeholders.

Taylorweir values diversity and respects individual differences, including culture, race, age, sex, sexual orientation, gender identity, intersex status, disability, religion, language and socioeconomic background.

Taylorweir is committed to ensuring equitable access to vocational education and training, identifying and addressing barriers to participation, and supporting students to achieve their learning goals. Discrimination, harassment, bullying and victimisation will not be tolerated.

2. Our Commitment

Taylorweir is committed to:

- **Equal opportunity:** Providing fair access to enrolment, training, assessment and student support without unlawful discrimination.
- **Cultural safety:** Respecting Aboriginal and Torres Strait Islander peoples, cultures, histories and continuing connection to Country, and promoting a culturally safe learning environment.
- **Respect and inclusion:** Valuing individual identities, backgrounds and circumstances, including those of LGBTQIA+ students and employees.
- **Accessibility and reasonable adjustments:** Identifying barriers to participation and considering reasonable adjustments to support students, while maintaining training product and assessment requirements.
- **Prevention of discrimination:** Addressing discrimination, harassment, bullying, victimisation and inappropriate conduct in accordance with applicable legislation and organisational procedures.
- **Privacy and confidentiality:** Handling personal and sensitive information respectfully and in accordance with applicable privacy requirements.
- **Continuous improvement:** Seeking feedback and reviewing practices to improve inclusion, accessibility and student support.

3. Student Support

Taylorweir will identify and respond to student support needs through enrolment, induction, training and assessment processes.

Support may include learning assistance, reasonable adjustments, accessible learning resources and referrals to appropriate support services.

Students are encouraged to make a time with their trainer to have a private discussion to discuss any barriers affecting their participation so that suitable support options can be considered.

4. Responsibilities

Management, trainers, assessors and employees are responsible for promoting inclusive practices, treating individuals respectfully and following relevant policies and procedures.

Students are expected to treat others with respect and kindness to create a safe and inclusive learning environment.

5. Complaints and Concerns

Students and staff are encouraged to report discrimination, harassment, bullying or unfair treatment through Taylorweir's Complaints and Appeals Policy and Procedure.

Concerns will be managed fairly, respectfully and confidentially in accordance with applicable legislation and organisational procedures.

6. Legislative and Regulatory Compliance

Taylorweir will implement this policy in accordance with applicable Commonwealth and Western Australian legislation, including relevant anti-discrimination laws, and the Standards for Registered Training Organisations applicable to its registration.

7. Review

This policy will be reviewed at least every two years, or earlier if required by changes in legislation, regulatory requirements or organisational practices.

Taylorweir is committed to ensuring everyone has the opportunity to learn, participate and succeed in a welcoming, inclusive and supportive environment.