



Equality of Opportunity Policy

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1. Purpose

The purpose of this policy is to outline OneGlobe's commitment to providing equal opportunity in education for all students. The policy sets out the principles, provisions, and mechanisms established to ensure that all student groups and cohorts are supported to successfully undertake and complete their courses at OneGlobe.

2. Scope

This policy applies to all prospective and current students of OneGlobe, across all courses, delivery modes, and campuses.

3. Policy Statement

OneGlobe is committed to equity, diversity, and inclusion in higher education. Equality of opportunity will be achieved through proactive measures to promote inclusion and through responsive action to address behaviours, systems, or structures that have an inequitable effect.

This policy is guided by the following principles:

- Recognising, valuing, and respecting the diversity of the OneGlobe community, including Indigenous students, students from low socio-economic backgrounds, people of diverse genders and sexualities, people from diverse racial, national, and religious backgrounds, people with disabilities, and women.
- Ensuring fair and equitable access to education for all students.
- Taking reasonable and proportionate action to redress disadvantage caused by unequal access to education.
- Providing information about rights and responsibilities, and maintaining accessible mechanisms for lodging complaints.



4. Key Provisions

4.1 Orientation and Student Engagement

In accordance with the **Student Engagement and Retention Policy**, all commencing students participate in a comprehensive orientation program during 'O' week. This includes:

- Cultural orientation and awareness sessions.
- Introductions to key academic and professional staff.
- Campus tours (library, student facilities, and support services).
- Guidance on academic, welfare, and pastoral support.
- Induction into the Learning Management System (LMS).
- Information on relevant policies and procedures.

4.2 Academic Monitoring and Early Intervention

Consistent with the student support policy and procedure incorporating guideline for academic performance, monitoring and early intervention, all students, regardless of entry pathway, are proactively monitored to ensure progress. Measures include:

- An early assessment task to identify at-risk students.
- Timely referral to academic and student support services.
- Ongoing monitoring by academic staff and the Student Support Officer.

4.3 Academic and Learning Support

To foster student success, OneGlobe provides:

- Academic skills workshops and learning support sessions.
- Individual bookable consultations for personalised support.
- Mandatory drop-in sessions for Indigenous and at-risk students in weeks 3, 5, 7, and 9 of each trimester.

4.4 Disability Support and Reasonable Adjustment



Students with a disability will be supported through reasonable adjustments to enable equal participation in all aspects of study. This may include:

- Adjustments to enrolment and assessment processes.
- Provision of lecture recordings, note-taking assistance, or assistive technologies.
- Training for staff to support inclusive learning environments.

4.5 Scholarships and Financial Assistance

In accordance with the **Scholarship Policy**, OneGlobe offers scholarships to support student participation, with specific provisions for Indigenous students, students from rural and remote areas, and those from disadvantaged backgrounds. Additional measures include discounted fees, welfare support, and access to social and extracurricular activities.

5. Responsibilities

- **Board of Directors:** Approves and oversees implementation of this policy.
- **Academic Board:** Monitors alignment with educational quality and student equity requirements.
- **Executive Management Group (EMG):** Ensures resources are allocated for effective implementation.
- **Student Support Services:** Provides direct support and monitoring for student wellbeing and success.
- **All Staff:** Responsible for promoting equity, diversity, and inclusion in their roles.

6. Legislative and Regulatory Framework

This policy is consistent with:

- Tertiary Education Quality and Standards Agency Act 2011 (TEQSA Act)
- Higher Education Standards Framework (Threshold Standards) 2021
- Education Services for Overseas Students Act 2000 (ESOS Act)
- National Code of Practice for Providers of Education and Training to Overseas Students 2018 (National Code 2018)
- Disability Discrimination Act 1992 (Cth)



- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- ESOS Act 2000
- National Code 2018

7. Review

This policy will be reviewed biennially or earlier if required to ensure its continued effectiveness and relevance to student needs.

8. Related Policies and Procedures

- Equity and Diversity Policy & Procedures
- Student Support Policy and Procedure
- Staff Scholarly Activity Policy and Procedure
- Complaints and Appeals Policy

9. Version Control

Version	Summary of changes	Approval Date	Review Date
1	Document Established	Board of Directors: 09 Feb 2024	Mar 2027