



Equity & Inclusion in Policy Framework

Plenty River College (the College) is an independent, specialist senior secondary school, and Registered Training Organisation RTO Code 22732, delivering the Victorian Pathways Certificate (VPC), VCE Vocational Major (VM) and Vocational Education and Training (VET). The College provides a safe and inclusive learning environment for young people aged 15-20 years who may have been disengaged or are at risk of disengaging from education.

Plenty River College is a school of opportunities in which all students are empowered to achieve their personal best. Our mission is to assist students to develop life and work skills and achieve in their learning by:

- re-engaging them in education;
- fostering their social and emotional development; and
- providing a supportive and safe environment for them.

The College provides a safe and supportive environment where all students can safely participate in the educational experiences offered by the College.

1. Purpose

This framework affirms Plenty River College's commitment to embedding equity, inclusion, and respect for diversity in all College policies and practices. As an independent, specialist senior secondary school and Registered Training Organisation (RTO), the College recognises its responsibility to create and sustain a safe, inclusive, and empowering learning environment for young.

2. Guiding Principles

Plenty River College is committed to:

- **Equity:** Ensuring that every student has fair access to opportunities, resources, and supports tailored to their individual needs.
- **Inclusion:** Actively fostering a sense of belonging and participation for all, especially those from culturally, linguistically, socio-economically, and neurodiverse backgrounds.
- **Respect for Diversity:** Valuing the unique identities, perspectives, and experiences of all members of the College community.
- **Transparency and Accountability:** Making all College policies publicly accessible and ensuring they are implemented fairly and consistently.

3. Scope

This framework applies to:

- All College policies and procedures across educational delivery, wellbeing, enrolment, staffing, and governance.
- Strategic planning, curriculum design, assessment, and student support structures.
- Engagement with students, families, staff, industry partners, and community stakeholders.

4. Equity and Inclusion Commitments

Plenty River College will:

- Ensure all policy documents explicitly reference and support equity and inclusion principles.
- Review policies with consideration of the needs of students who may face barriers related to cultural background, trauma, disability, mental health, or marginalisation.
- Provide inclusive and flexible learning programs that reflect the diversity of student pathways through the VPC, VM, and VET offerings.
- Uphold trauma-informed, culturally responsive, and student-centred approaches in all aspects of policy and practice.
- Promote student agency, voice, and participation in policy development and review.
- Ensure that staff recruitment, development, and performance practices reflect and reinforce inclusive values.

5. Policy Development and Review Process

| Stage | Action |
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| 1. Development | Policies are developed with input from staff, students, and community partners. Equity considerations are embedded at the outset. |
| 2. Consultation | Feedback is actively sought from students, parents/carers, and external stakeholders, including Aboriginal and Torres Strait Islander communities, disability advocates, and cultural liaison groups. |
| 3. Equity Review | An Equity & Inclusion Checklist is applied before submission for Board approval. |
| 4. Approval | Policies are approved by the Board, with a clear endorsement of their alignment to this framework. |
| 5. Publication & Communication | Policies are uploaded to the College website, and printed versions made available from the Admin Office. Key policies are shared through Student & Parent/Guardian Handbook, “Meet & Greet” sessions, and regular updates in newsletters. Translations and accessible versions are provided where required. |
| 6. Review Cycle | Apart from Child Safety related policies which are reviewed annually, all policies are reviewed on a rolling 3-year cycle, or as required in response to community feedback or systemic change. |

6. Monitoring and Accountability

The College will:

- Establish an **Equity and Inclusion Working Group** to advise on policy development and review.
- Collect and analyse data on student access, participation, and outcomes disaggregated by relevant equity groups.
- Report annually to the Board on equity-related initiatives, trends, and areas for improvement.
- Align staff professional learning with this framework, including training in anti-racism, disability inclusion, diversity awareness, and trauma-informed education.
- Ensure student wellbeing and inclusion indicators are built into the College's Quality Assurance and Continuous Improvement processes.

7. Approval and Review

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| Last approval date | 15/04/2025 |
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| Next review date: | 16/04/2028 |