SHERWOOD
INSTITUTE OF AUSTRALIA

Student Handbook

This handbook contains the Code of Practice and Privacy Policy
We hope that your training will be enjoyable and productive. Please let us know if you experience any difficulties during your course, so that we can take action to assist you. Our aim is for you to achieve high levels of competency and we will assist you flexibly and fairly to achieve your goals.

Please read this Student Handbook and the Course Information for your course carefully.

If you have any questions after reading this Student Handbook and the Course Information, please consult your trainer.
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1 Code Of Practice

1.1 Educational Standards

The organisation will maintain high standards in the provision of vocational education and training and other client services. The organisation has policies and management practices to maintain high professional standards in the marketing and delivery of our services and which safeguard the interests and welfare of clients.

The organisation maintains a learning environment that supports the success of students. We have the capacity to deliver the nominated course(s), provide adequate facilities and use appropriate methods and materials. The organisation ensures that the following are the minimum elements of our Code of Practice (Click for details):

- Sanction
- Legislative Requirements
- Quality Management Focus
- Language, Literacy and Numeracy Support
- Marketing and Advertising
- Access and Equity
- Training and Assessment Standards
- Admissions/Enrolment
- Fees and Charges
- Possible Vocational Pathways
- Refund Policy
- Complaint Policy
- External Complaint Procedure
- Discipline Policy
- Appeal Policy
- Recognised Prior Learning [RPL]
- Credit Transfer
- Assessment Criteria
- Issue of Certification
- Student Services, Welfare and Guidance
- Privacy Policy
- Guarantee

1.2 Sanction

The organisation recognises that registration as a Registered Training Organisation may be withdrawn if it does not honour the obligations of the Code of Practice.

1.3 Quality Management Focus

The organisation is committed to providing a quality service with a focus on a continuous improvement. The organisation values feedback from students, trainers, and industry representatives. Where possible, the organisation designs diagnostic assessment instruments specific to student needs.

1.4 Marketing and Advertising

The organisation will market our training products with integrity, accuracy and professionalism, avoiding vague and ambiguous statements. The information provided to clients will have no false or misleading comparisons with other providers or courses. The organisation’s marketing strategies will not contravene legislation.

1.5 Guarantee

The organisation will honour all guarantees outlined in our Code of Practice. The Sherwood will ensure that it will assist a student to complete the qualification once the student has enrolled with the organisation.
2 Admissions/Enrolment

2.1 Client Selection & Recruitment

Recruitment will be responsible, ethical and consistent with any training package requirements at all times. The organisation is committed to non-discrimination in any form and at all times complies with equal opportunity and anti-discrimination legislation.

There may be prerequisites before commencing a program due to health and safety or language requirements or the nature of the program. Appropriately qualified persons will assess the extent to which the applicant is likely to achieve the stated competency standards and outcomes of the course, based on the applicant’s qualifications and proficiencies. Participation in training is subject to payment of all fees and charges.

2.2 Enrolment Procedure

An enrolment form may be posted or completed on the premises. A completed enrolment form is to advise all details necessary to register a student. All questions should be answered and the student’s signature should appear under the certification section.

The enrolment form is signed and dated by the enrolling officer to confirm availability of the course subjects. It also confirms that all required information has been obtained from the student.

The enrolling officer opens a confidential student record file. The student is advised that this is a confidential file and will only be accessed by the student personally or the trainers connected with their course.

If the fees are received in full then the enrolment form and the funds are processed and receipted. If the fees received are a deposit only then the arrangements for the payment of the balance is made before proceeding.

The receipt for fees and a copy of the confirmed enrolment form are given to the student. A copy of the Student Handbook is attached and the student is advised to read the policies prior to commencement. The student is also advised about graduate certification procedures, assessment procedures, complaint and appeal procedures, facilities and equipment and trainee support services.

The original receipted confirmed enrolment form is filed in numerical sequence. The receipt number, date of receipting, total receipted and any further payment arrangements made with the student are kept in the records.
2 Admissions/Enrolment

2.3 Induction/Orientation

By the first day of the course at the latest, students are to receive induction and/or orientation appropriate to their course, and which ensures they:
- understand the information contained in the Student Handbook and course booklet;
- understand the Rules and Regulations;
- are familiar with facilities and resources;
- have identified the key training, administration and support people;
- have necessary course materials; and know their timetables;
- know where to access more information.

3 Course Information, Content & Vocational Outcomes

3.1 Course/Program Information

Students should receive the following information prior to enrolment:
- client selection, enrolment and induction/orientation procedures;
- course information, including content and vocational outcomes;
- competencies to be achieved by trainees;
- certification to be issued to the trainee on completion or partial completion of the course;
- assessment procedures;
- arrangements for the recognition of prior learning;
- facilities and equipment;
- fees and charges, including refund policy and exemptions (where applicable);
- provision for language, literacy and numeracy assessment;
- client support, including any external support for clients;
- flexible learning and assessment procedures;
- welfare and guidance services;
- complaints and appeals procedures;
- disciplinary procedures;
- any other information specific to their course

If the student is inactive for three months and no communication is established between both the training organisation and the student, then SIA will send a final letter to the student about the intention of SIA to cancel the enrolment. If SIA does not receive any correspondence from the student within 14 days from the date of this letter then SIA will cancel the enrolment.

3.2 Vocational Outcomes

When graduates have completed their studies with the organisation, a register of the skills of the graduate will be maintained for future vocational reference.
4 Fees and Charges, Refund Policy & Exemptions

1. Fees & Charges
Our policies and procedure provide all staff and students information on the process for determining fees and charges for all courses provided.

It also identifies the processes in place to protect the fees paid by students in advance. This also includes implementing the fee management mechanism.

Details of fees and charges are supplied in the course information for each course and on the Statement of Fees form under Policies sub-option found on our website.

Please consult our course adviser too for further details.

2. Refund Policy
Fees and Refunds Fees are levied on all courses, details of which are contained in the relevant course information sheet. Sherwood Institute of Australia’s management will be responsible for ensuring that fees paid in advance are accounted for in a separate financial control center, and are clearly identified within the student record management system. The policy of the organisation is at all times to be fair and equitable to registered students. Applications for refunds can be made to the CEO of the organisation.

Overview
The policy of the organization is committed to work within the fair and transparent framework for charging of fees, the provision of protection for fees in advance and the refund of payments. We ensure that these policies will be equitable for the registered students of Sherwood Institute of Australia.

For Full Paying Students
If the student is unable to commence, a refund of 90% of the full fees will be forwarded to the student if 7 or more days’ notice is given. Less than 7 days’ notice will attract a 50% cancellation fee. If a student is disadvantaged and cannot complete his/her course as a result of a situation that is instigated by the RTO then a full refund for the non-delivered portion of the course will be made and a Statement of Attainment issued for units completed. If the student does not complete the course or withdraws, Funded Programs Student Co-Contribution under (For certificate 3 Guarantee and Higher Level Skills - Queensland) Refunds must be requested in writing 7 days prior to withdrawal.

Refund request must be made on the Refund Request Form. This must be signed by the student and where applicable, referring 3rd Party. Units will be refunded on a unit-by-unit basis for all non-commenced units. Refunds will be processed via Electronic Funds Transfer (EFT) 7 days after a decision is made on the refund request.
• If a student is disadvantaged and cannot complete his/her course as a result of a situation that is reasonable and instigated by the RTO then a full refund for the non-delivered portion of the course will be made and a Statement of Attainment will be issued for the units completed.

The student will be advised to write a formal letter stating the reasons behind the request for the cancellation of the studies and will have to fill up a Refund Form and will have to wait for the management’s decision after the instigation of the case. However, Learners are strongly advised to consider their work and/or personal commitments before enrolling to avoid this situation occurring.

• For students who were fully paid and were not able to commence until the training was concluded they are not entitled to receive refund unless they gave us a notice 14 days prior to the commencement of the training. In this case, 50% of the course fee will be charged as the cancellation fee.

• If the student does not complete the course or withdrew on their own discretion or desire then the "no refund after commencement of course" will be applied.

• Certificate 3 Guarantee Co-contribution refunds must be requested by writing Refund Request Form 7 days prior to withdrawal. This must be signed by the student and must have supporting documents applicable from relevant referred 3rd Party. Units will be refunded on a unit-by-unit basis for all non-commenced units.

**Provider Default**

In the cases below a full refund will be provided to students within 2 weeks of the course default date:

• The course does not commence on the agreed start date, or

• The course ceases to be provided at any time after it starts but before it is completed, or

• the course is not provided in full to the student because a sanction has been imposed on the registered provider Should Sherwood Institute of Australia need to postpone a course for any reason every effort will be made to reschedule the course within the following two months. In the event that Sherwood Institute of Australia is unable to deliver the course in full, the student will be offered a refund of all the course fees the student has paid to date. The refund will be paid to the student within 2 weeks of the default date. Alternatively, the student may be offered enrolment in an alternative course at Sherwood Institute of Australia at no extra cost to the student than the total cost as advertised or given in the student’s offer letter. The student has the right to choose whether to take a full refund of course fees or to accept a place in another course. If the student chooses placement in another course, Sherwood Institute of Australia will ask the student to sign a document to indicate acceptance of the placement.

**Student Default**

In the circumstances below there will be no refund of any fees paid.

• Students are not permitted transfer course fees to another student, or

• The course starts on the agreed starting day, but the student does not start the course on that day (and has not previously withdrawn), or

• The student failed to pay an amount he or she was liable to pay to the provider in order to undertake the course, or

• The student breached a condition of his or her student visa including non-attendance or unsatisfactory progress, or

• misconduct by the student (for more details on misconduct please refer to the Code of Conduct Policy)
5 Language, Literacy & Numeracy Support

Students may be assessed in order to ascertain if their Literacy and Numeracy skills are sufficient to successfully undertake the training program. This is usually via interview or completion of an exercise contained in the enrolment form. Those who require further assessment or remedial support will be referred to a qualified expert. Any costs incurred will be the responsibility of the student.

6 Student Support

6.1 Student Services, Welfare and Guidance

The organisation uses quality management practices to ensure effective student services. Operational standards ensure timely issuance of training assessments, results and qualifications, appropriate to competence achieved and issued in accordance with National guidelines. All student results and documentation is recorded, kept confidential and securely archived. Records are also uploaded and maintained in the student management system. Students can access their files by request, with 14 days notice in writing. All relevant organisational documents carry a version number and date. Records of updated version numbers are kept on file.

The organisation has student welfare and guidance services relevant to its training products. Where necessary, students requiring literacy and/or numeracy support are referred to relevant qualified experts. Any fees incurred are the responsibility of the student.

The organisation has access to personnel with experience in developing diagnostic assessment services for diverse client needs.

The organisation informs students of all fees and charges prior to enrolment. Students are advised of course content, outcomes, and assessment procedures before training commences.

The organisation’s quality focus includes access and equity, recognition of prior learning, fair and equitable refund policy, complaint and appeal policy and procedure. For any matter outside of the organisation’s expertise or control, the organisation will make every attempt to refer the student to the relevant agency or expert.

6.2 Procedure for Student Support/Counselling

The organisation is at all times concerned with the welfare of our students. Staff will counsel students as appropriate and/or refer them to qualified counsellors. The staff are required to respond to and attempt to alleviate any signs of distress or discomfort by students, and to actively render appropriate assistance.
7 Flexible Learning & Assessment

7.1 Training and Assessment Standards

The organisation’s staffs have appropriate qualifications and experience to deliver the training and assessment offered. Assessment will meet National Assessment Principles including recognition of prior learning and credit transfer. The organisation complies with the international Code of Conduct for Assessors developed by The National Council for Measurement in Education. Sufficient training materials and physical resources are utilised to achieve the learning outcomes of the training product. Appeals procedures are in place for students who are not satisfied with assessment or training. All assessment processes are valid, reliable, flexible and fair.

Students are advised of assessment requirements before training commences.

7.2 Flexible Learning

The organisation provides students with learning flexibility by taking their personal situations into consideration so as (a) to maximise learning outcomes, and (b) to optimise access to learning activities. Any flexible arrangements must at all times adhere to the course assessment standards and requirements.

Sherwood Institute of Australia also provides students with learning flexibility (option available in Queensland), this option allows participants to complete their workbooks at home, self-paced, prior to course commencement. The one day training covers revision of the law, practical components and role plays. This course is designed for persons who have had prior experience in security, policing, corrections or the military. However, the student should provide a valid document stating their prior experience.

7.3 Assessment

The assessment policy and procedures for each course are detailed in its Course Booklet. The organisation applies the principles of validity, reliability, fairness and flexibility in all assessments.

The objective of assessment is for the student to show that they have achieved the unit’s competencies. Students may be assessed by one or more of the following methods:

- **Observation** - the completion of a specified task or set of procedures, normally performed under close supervision, using a detailed checklist.
- **Oral questioning** - a response is provided to a series of questions presented in order to demonstrate understanding of principles or reasoning behind the action taken.
- **Case study** - an opportunity to display problem solving and decision making skills is provided in a simulated context.
- **Multiple choice** - a question or incomplete statement followed by several options [usually 4-5] from which the trainee selects the appropriate answer/s.
7 Flexible Learning & Assessment

✔️ Project – an exercise or investigation based on a real life situation, generally requiring a significant part of the work being carried out without supervision, and involving the completion of a project report.
✔️ Or any other method outlined in the course information
Students will be advised of the assessment methodology before training commences.

8 Complaints & Appeals

Policy

At Sherwood Institute of Australia (hereafter known as ‘SIA’) we are committed to providing high quality education and training experience. However on occasions students may have concerns and we would like to know if our students are dissatisfied with any element of their study or their overall experience. We consider a complaint as an ideal opportunity to improve our systems, procedures and courses. Students are also encouraged to let SIA know of things that they feel can be done better by providing feedback to staff. SIA also provide our students a mechanism to lodge their grievances, complaints or appeals in relation to academic and non-academic issues. All current and prospective students have access to this policy and related documents though our website (www.sia.edu.au) and through their induction booklet. SIA staff is able to access this policy and related documents through our website and RTO compliance Manager and by staff induction booklet.

We find that the best way to resolve an issue is through discussion between the student and an appropriate person (relevant SIA staff). However, if this doesn’t allow an issue to be resolved to the satisfaction of the student, then we encourage students to use our grievance procedure.

There are three stages of the grievance and complaint process. Each internal stage is free of charge. The complainant and respondent will not be victimised or discriminated against in any of the three stages set out in this policy. All students (either enrolled or considering enrolling) regardless of location or mode of study are entitled to access the procedures set out in this policy.

This policy does not replace or modify policies or any other responsibilities which may arise under other policies or under statute or any other law. Also, the dispute resolution procedures outlined below in this document do not circumscribe an individual’s rights to pursue other legal remedies.

Scope

This policy applies to all current and prospective students. This policy covers grievance, complaints and appeals of an academic and non-academic nature.
8.1

Step 1: Student concern or complaint
Any student (either enrolled or considering enrolling) that has a concern or complaint should first approach an appropriate SIA Staff. This may be their trainer, SIA’s Compliance Manager or a member of the student services team. This person will either work with the student to resolve the problem, or involve another person who is appropriate for resolving the problem. The complaint must be dealt within a reasonable time. Student Grievance /complaint is logged in to SIA complaints register by the SIA staff member. These details are also entered in the student relationship management software (VETTRACK).

Step 2: Grievance/Complaint Lodgement
If Step 1 does not enable the issue to be resolved to the satisfaction of the student, then the student should complete the ‘Formal Complaint Form’, indicating whether the grievance is related to an academic or non-academic matter. The Formal Complaint Form is located on the SIA website. Please note that it is strongly advised that Step 1 be completed before Step 2 can commence. If this has not been completed SIA staff will suggest this be completed prior to lodging the grievance. The completed form is to be submitted to Reception at any campus or emailed to Student Support Officer at info@sherwood.edu.au, which will enter the details into the Student Records Management System. It will then be assessed by a relevant staff member, who may be the Student Support Officer. The student must include any supporting documentation to assist the Student Support Officer in understanding the grievance. The student will be issued with a written confirmation of receipt of the formal complaint form within five working days.

The Student Support Officer will investigate the grievance and interview key people where necessary (which may include the student). The student will usually receive a written response by email/mail within 10 working days of their grievance being lodged outlining the outcome and rationale for the decision. The student will be notified of any delays which may occur during the process.
8 Complaints & Appeals

8.2

Step 3: Appeals Process

Internal Appeal
If the student is not satisfied with the response to the grievance, they may appeal the decision within 20 working days of receiving the written response. The appeal should be made in writing to the Compliance Manager – SIA and should include further additional information in order to support the student’s case. The contact details for the Compliance Manager – SIA are:

Head Office
Suite 3, 1 Akenside Street
Wacol, QLD 4076
Phone: 07 3271 1101
Email: info@sherwood.edu.au

Written confirmation of receipt of the appeal application will be sent via email / mail within five working days of receiving the appeal. Upon receipt of the appeal the Compliance Manager – SIA (or delegated nominee) will assess the submission. Compliance Manager – SIA (or delegated nominee) may take one of the two following actions within 10 working days.

Independently investigate the appeal – Compliance Manager – SIA (or delegated nominee) will review the student’s submission and assess the further additional information which has been presented. Compliance Manager – SIA (or delegated nominee) may interview and seek information from stakeholders involved in the grievance. The student may be invited to formally present their case and may be assisted or accompanied by a support person when/if being interviewed.

Upon completion of one of the above process; Compliance Manager – SIA (or delegated nominee) will notify the student in writing outlining the outcome of the appeal and the rationale for the decision. The written outcome will be sent to the student in a reasonable timeframe, normally within 10 days of receipt of the appeal. The student will be notified of any likely delays.

External Appeals
Students may make a complaint to an external body about SIA. Full details for contacting these external bodies are as follows:

ACCC (Australian Competition & Consumer Commission)
Contact the ACCC Info centre on 1300 302 502 or by use online complaint form available on their website http://www.accc.gov.au/contact-us At any point, the student may decide to refer the matter to an external agency; however it is strongly encouraged that the student exhausts all internal processes before they contact an external body.
9 Disciplinary Procedures

9.1 Discipline Policy
Students at all times must maintain appropriate behaviour and follow the organisation’s rules. Penalties for breaches of rules or unsuitable or disruptive behaviour will be imposed depending on the nature and severity of the breach. In the case of minor breaches, a warning will be given and penalties imposed for subsequent breaches. In the case of major or repeated breaches, penalties may be imposed immediately and the student may be requested to leave the course.

All disciplinary matters will be handled by the CEO/Director.

9.2 Rules & Regulations
The following apply to all persons, staff and students:
- An individual’s property is to be respected and not interfered with without prior consent. Look after your own possessions, the organisation accepts no responsibility for personal property lost or stolen at training sessions.
- Nobody has the right to interfere with another’s ability to learn through disruption of classes or harassment of any kind.
- No aggressive physical contact or verbal abuse is to occur between any persons.
- Smoking is not permitted inside training facilities.
- Drinking alcohol is not permitted inside training facilities.
- Eating or drinking is not permitted in any space other than the designated areas.
- Clothing and behaviour should be appropriate and not cause offence to anyone.
- Mobile phones are to be turned off during classes and in study areas.

10 Access And Equity

10.1 Access and Equity Policy and Procedure
The purpose of this policy is to ensure that Sherwood Institute of Australia (hereafter known as ‘SIA’) provides fair and equitable access and opportunity to its student and staff. This policy also includes:
- • Opportunities for reasonable adjustments are made to students. • Students are given equitable access to facilities and services on and off campus.
- • Staff members deal with all students fairly by considering the relevant circumstances of the individual. This does not necessary mean that all students will be rates the same. Fairness is considered in the context of relevant circumstances.
- • Decisions regarding student’s entry to, progression through and completion of the courses are made on case - by - case basis.
- • All relevant policies, procedures and forms are accessible to all staff and students working with in the SIA and that these policies and procedures are implemented in a fair way.
• The student admissions process is based on entry requirements of each course. These entry requirements are published on our website and our marketing materials.
• Individuals raising concerns, complaints or grievances are treated with respect and are not discriminated.
• Students can access relevant policies, procedures and form through SIA website and a hard copy can be requested from the Australian state offices.
Students are also provided with all relevant policies, procedures and forms during induction process in the form of ‘Student Induction booklet’.
• Staff can access relevant policies, procedures and form through SIA website and Compliance Manager Software.
• Staff is inducted in relation to all relevant policies and procedures during their induction process.
• Staff is updated with any new changes and updates in relevant policies and procedures by staff meeting, emails and memos.

Scope
This policy applies to all enrolled students and prospective students in all modes of delivery.

11 Recognition of Prior Learning (RPL)

11.1 Recognition of Other Qualifications/ Credit Transfer
The organisation recognises Australian Qualification Framework qualifications and Statements of Attainment which are issued by any other Registered Training Organisation.

Students may be entitled to a credit transfer in the following circumstances:
✓ Completed units of competency from a relevant National Training Package.
✓ Approved units of competency from a National Training Product.
✓ Successful RPL application.

11.2 Recognised Prior Learning (RPL) & Recognised Current Competence
Learners who have completed appropriate training or who through prior learning and experience have gained the required skills/competencies stipulated for the modules of the course may be granted credit upon substantiation of that claim. Students may make an application on request.

The organisation advises all applicants of RPL opportunities and procedures on enrolment. The performance criteria of the course module set the RPL benchmarks.

Evidence for credit of prior learning may include:
✓ evidence of current competence;
✓ performance, demonstration, or skills test;
✓ workplace or other pertinent observation;
✓ oral presentation;
✓ portfolio, logbook, task book, projects or assignments;
✓ written presentation;
✓ interview;
✓ simulations.
11 Recognition of Prior Learning (RPL)

Further Information in relation to RPL Process:

Please refer to Sherwood Institute of Australia’s RPL policy and Procedure for further information. This policy is available on SIA’s website and a hard copy can be requested from any of our offices.

RPL is managed by qualified staff. A candidate may receive recognition for all competencies required for the course module or recognition of high standing. High standing recognition indicates that some but not all competencies for the course module have been attained. The benchmarks for RPL are the learning outcomes of the module.

Evidence considered for assessment is the Application Form plus a wide range of supporting evidence. Initial assessments are conducted with candidates self-assessing against the learning outcomes of the modules. Assessments are evaluated by the CEO/Director or a panel consisting of a course/subject expert and the CEO/Director.

If further evidence is required then this is negotiated with the candidate. The process may take any practical form consistent with the assessment criteria for the claimed competencies and the principles of validity, reliability, fairness and flexibility. It may include a further interview, written assignment, workplace assessment or collection of other material.
Assessment must be conducted by a qualified assessor.

The RPL applicant is advised promptly of the RPL outcome. If the application is not successful, the reasons are given and unsuccessful applicants are advised of the appeal mechanisms. “Top up” learning options prior to a second assessment will be suggested. “Competent” is recorded on the student’s record if recognition is granted.

12 Human and Physical Resources

12.1 Human Resources

The organisation is committed to a high standard of training through high quality trainers with:
✓ a thorough knowledge of their subjects through formal study and practical on-the-job learning;
✓ extensive experience in industry in their field; and
✓ appropriate qualifications in training and assessment.
Trainers keep current with industry developments through release to industry and participation in industry training programs. In addition they participate in an ongoing basis in training to enhance their training and assessment skills.
12 Human and Physical Resources

12.2 Physical Resources
Students have access to or provision of necessary facilities/materials/equipment. These include:
1. Training Room Facilities:
   ✔ adequate ventilation, heating/cooling to maintain a temperature at which people can work for sustained periods;
   ✔ provision of comfortable chairs, designed for use over a sustained period;
   ✔ adequate lighting for normal viewing, writing and reading but avoidance of glare, brightness and competing visual stimuli;
   ✔ tables that are suitable for writing and which do not cramp students for space;
   ✔ clear sight and hearing from all points and to the point of presentation;
   ✔ audio visual equipment that is not intrusive;
   ✔ strategically placed power points;
   ✔ clearly accessible amenities such as toilets and drink stations;
   ✔ telephones placed away from training rooms;
   ✔ rooms located away from external noise of any kind likely to disturb proceedings;
   ✔ pleasing overall aesthetics; and
   ✔ shape and size of the room(s) and the type of furniture conducive to varied layouts.

2. Reference Materials

3. Refreshment Facilities

13 Procedure for Issuing Certificates
The student will be issued with a certificate on completion. If the student completes only one or more modules but not a complete qualification, a Statement of Attainment will be issued. A Statement of Attendance may be issued where appropriate.

Before certification is issued the CEO/Director verifies competency has been properly assessed, all tasks completed, and all fees paid. Once all is in order, the CEO/Director issues the relevant certificate.

When a student has completed their course and a certificate has been issued, the student’s file is archived. A reference is made of the student name, student number and certificate number in the archive filing register.
14 Legislation

The organisation identifies and complies with relevant State or Territory laws including Commonwealth or State legislation:
- Workplace Injury Management and Workers’ Compensation Act 1998
- Anti-Discrimination Act 1991
- Disability Discrimination Act 1992
- Equal Employment Opportunity 1987
- Vocational Education, Training and Employment Act 2000
- Health Rights Commission Act 1991
- Building Fire and Safety Regulations 1991
- Commission for Children and Young People Act 2000
- Aged Care Act 1997 (including Aged Care Accreditation Standards)
- Home and Community Care Act 1985
- Health (Drugs & Poisons) Regulations 1996
- Nursing Act 1992
- Education Services for Overseas Students (ESOS) Act 1991
- Occupational licensing requirements
- Relevant local council regulations (e.g. physical access, hours of operation)
- Apprenticeship and traineeship requirements where appropriate.

The various acts are held on site and are accessible on the Internet at the Australian Legal Information Institute web site: www.austlii.edu.au. Staff and students should keep aware of the above requirements through such means as orientation, staff and student meetings, handbooks, bulletins and noticeboards.

15 Privacy Policy

The organisation complies with the Privacy Act 2001. Information collected on clients is only used for the purpose of delivery of our services.

The information will not be released to a third party without the written consent of the client. Clients can request a copy of the information held about them by a written request to the CEO/Director.
Privacy Policy

Use and disclosure of personal information
Sensitive personal information will only be collected as required from students, is treated as confidential within the organisation and is used for the purpose for which it was collected or for a related purpose. This includes:
- ✔ providing the training services
- ✔ informing students about additional or upcoming courses available
- ✔ gathering feedback from students regarding training for the organisation’s market analysis and course development.

The organisation does not disclose sensitive personal information to other third parties without permission or instruction from the student unless required by Law to do so. If you wish to authorise a third party to access your records please contact the CEO/Director.

Information about students from third parties
The organisation may need to source or verify information about students from a third party. Wherever possible this will be done with the student’s authorisation, or if not possible, the organisation will inform the student when such information is collected.

Receiving marketing information
With students’ consent, the organisation may provide them with information from time to time about new courses available to them.

Students’ consent to this will be implied unless they notify the organisation that they do not wish to receive this information. You may do this by advising the CEO/Director that you do not wish to receive marketing information.

Security of personal information
In line with new technology, the organisation continually improves the security of personal information collected. The organisation takes all reasonable steps to protect the personal information of persons by:
- ✔ securing all files with personal information in locked cabinets
- ✔ only providing staff with access to personal information
- ✔ destroying information after the required retention period
- ✔ ensuring computer security at all times by the use of firewalls and up to date virus software
- ✔ password access to the computer system
- ✔ audits of the computer systems
- ✔ not releasing information to third parties without prior written authorisation

Rights to access information
Under the Privacy Act, students have the right to access personal information held about them. If the information is incorrect, they have the right to require the organisation to amend the information.
To access this information students are required to contact the CEO/Director and complete a request for access form. The CEO/Director must verify the student’s identity through either presentation of appropriate identification or answering a series of specific targeted questions. The request for access form must be signed by both the student and the CEO/Director as an official record of the access and identity verification. There may be a waiting period of up to 7 days before access is granted.

Further Information
To obtain further information about the Privacy Policy or access to personal information, please contact the CEO/Director.

Staff Confidentiality
The organisation complies with the Privacy Act 2001. Information collected on clients is only used for the purpose of delivery of our services. Staff must be aware of this act and its requirements and must at all times ensure student information remains confidential.

Student Information Requests
The CEO/Director is responsible for the processing of all requests for student information from students. These requests require the completion of a request for access form and the verification of the students identity through either sighting of appropriate photo ID or the correct answering of a checklist of questions derived from the student’s personal details.

These questions are:
✔ Full Name
✔ Student Number
✔ Date of Birth
✔ Address (home and semester)
✔ Phone Number (home and semester)

The CEO/Director and the student must both sign the request form as an official record of identification. The CEO/Director may also, if deemed necessary, further ensure the student’s identification through a signature comparison with their enrolment form. The CEO/Director is to notify the student when access is available. The CEO/Director and the student must both again sign the form upon access as a record of such access. This form is then to be placed in the student’s file for future reference.
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Third Party Information Requests
No staff member is to release any information about students to any third party unless prior written authorisation is obtained from the student or disclosure is required by law.

Authorised Third Parties:

Students may nominate third parties they wish to access their records. This process is conducted by the CEO/Director who ensures a third party access form is completed and the security details for the third party obtained. These details will be entered into the student’s file.

Any staff member who receives a request for information from a person claiming to be authorised must verify this authorisation and any related conditions through either a password or question list check prior to releasing any information.

Other Third Parties

Staff must not release any information to any other third party requesting student information. The CEO/Director will obtain details of the request and detail these to the student to determine whether they wish to authorise access through a written consent form.
good luck with your course!