



ACADEMIES AUSTRALASIA

THE POSSIBILITIES ARE INFINITE

Student Handbook

This Student Handbook applies to:

Academies Australasia Institute Pty Limited (AAI)

ABN 24 101 363 688
RTO Provider Number: 90806
CRICOS Provider Number: 02398A

Australian College of Technology Pty Limited (ACT)

ABN 15 101 298 800
RTO Provider Number: 90082
CRICOS Provider Number: 02408D

Clarendon Business College Pty Limited (CBC)

ABN 99 086 899 596
RTO Provider Number: 7029
CRICOS Provider Number: 01953J

Supreme Business College Pty Limited (SBC)

ABN 26 088 022 593
RTO Provider Number: 1191
CRICOS Provider Number: 02028E

Skills Training Australasia (STA)

Transformations - Pathways to Competence and Developing Excellence Pty Ltd
ABN 13 093 116 619
RTO Provider Number: 20828
CRICOS Provider Number: 03521F

Delivery Locations

AAI, ACT, CBC, SBC Sydney Campuses: Level 6, 505 George Street, Sydney NSW 2000 4-10 Goulburn Street, Sydney NSW 2000	AAI Armidale Campus: 89 Faulkner St Armidale NSW 2350
AAI, SBC, STA Melbourne Campuses: Level 7, 628 Bourke Street, Melbourne, VIC 3000	AAI Perth Campus: Level 1, 120 Roe Street, Northbridge, WA 6003

Telephone: (+61 2) 9224 5500 **Email:** info@academies.edu.au **Website:** www.academies.edu.au

This Handbook is the property of Academies Australasia Group.

Students are required to review the Student Handbook at the beginning of each term, as the College regularly updates its policies to ensure continuous improvement and compliance.

WELCOME

Welcome to Academies Australasia Group. We are glad that you have chosen us for your studies and hope that your time with us will be an enjoyable experience.

Academies Australasia Group is an education group made up of 18 separately licensed colleges, 17 in Australia and one in Singapore. Academies Australasia has colleges in Melbourne, Sydney, Brisbane, Perth, Adelaide, Armidale, Dubbo, Gold Coast and Singapore, and the colleges offer a wide range of courses at different levels – certificate, diploma, advanced diploma, bachelor's degree, and master's degree.

We strive to provide quality vocational education and training, knowledgeable and experienced trainers, and an environment which is culturally diverse, friendly and non-discriminatory.

Over the years, our students have noted that there are three key ingredients to their success:

- regular attendance.
- consistent effort and attention.
- willingness to seek help.

Please familiarise yourself with the contents of this handbook, the purpose of which is to provide you with the information you need to settle quickly into college life. The handbook should be retained for future reference. If you are unsure about anything in this handbook or if you believe that important information has been omitted, please raise this with the Student Services staff.

We hope that you will participate actively in college life, and are confident that you will make many new friends. We look forward to your academic success.

Christopher Campbell
Group Managing Director

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CODE OF PRACTICE AND STUDENT SERVICE POLICY

QUALITY MANAGEMENT POLICY

The College adopt a quality management policy with the aim to achieve quality through focusing on customers and continuously improving all processes in its core business of vocational education. The College is committed to compliance with the National Vocational Education and Training Regulator Act 2011.

Quality through Customer Focus and Continuous Improvement

The College has deliberately emphasised the principles of customer focus and continuous improvement because we believe they are:

- core to the requirements of the various accreditation authorities;
- fundamental to the quality management process; and
- helpful, if correctly followed, to achieving our other goals.

Customer Focus is a goal or objective and a touchstone for analysing each decision, process or plan. In every case, we must consider how a decision or process will improve or enhance our service to customers. The emphasis on Customer Focus sends a strong message to our customers and to all staff about the fundamental importance of our customers.

Continuous Improvement provides an ongoing strategy for achieving this goal. This also signals to all staff and customers that the College has an ongoing process of planning, implementation and review.

With these core principles in mind, the College appreciates the feedback that it receives. Students are encouraged to provide feedback on all aspects of its operations to enhance the quality of service it provides. Students may convey their feedback in the following ways:

- by speaking with any member of Student Services; or
- by e-mail.

STUDENT RIGHTS

Students are entitled to:

- a safe and healthy working environment;
- a culturally diverse, friendly and non-discriminatory working and learning environment free of harassment;
- courteous, fair and respectful personal treatment;
- confidential treatment of their private information;
- advice about complaints and appeals procedures;
- recognition of their prior learning and current competencies;
- counselling on academic matters;

- information about each subject they study and its assessment procedure; and
- the opportunity to access welfare related support services to assist with issues that may arise during their study at no additional cost.

STUDENT RESPONSIBILITIES

Students are required to:

- be aware of safety, follow Work Health and Safety (WHS) and emergency procedures and to report dangerous incidents, accidents and injuries;
- have their Student ID cards while on College premises;
- refrain from participating in, condoning or approving conduct which is harassing, discriminatory or unfair;
- treat all other students and staff with courtesy, fairness and respect;
- comply with laws of New South Wales and Australia including laws about crimes, harassment, discrimination and copyright;
- comply with College assessment procedures and refrain from plagiarism, collusion and cheating in assessment tasks;
- be punctual and regular in attendance;
- comply with student visa and ESOS Act requirements;

ESOS Framework Link:

<https://www.education.gov.au/esos-framework/esos-legislative-framework>

- enrol scheduled subjects on the Student Management System (Paradigm) and E-learning by the end of the second week of each term;
- advise the College of any changes to their personal details, emergency contact details, visa status or enrolment status;
- obtain textbooks as required by the teachers;
- move quietly and briskly between classrooms, in corridors and generally in the College premises, and when entering and leaving the College premises, and not raise their voice or participate in any activity which may disrupt teaching in other classrooms;
- dress in an appropriate standard for a commercial office environment;
- buy a College 'Copy Card' if they wish to copy or print information on College copiers/printers;
- pay fees as required by College guidelines; and
- provide the College with the Unique Student Identifier details within two weeks of commencement of the course.

Students are not allowed to (and may be penalised if they do):

- smoke in the building, including the foyer and near the entrance, and in fire escapes;
- loiter anywhere within the College premises, entrances to the College premises or on the pedestrian thoroughfares within the vicinity of the College premises;

- engage in dishonesty or misconduct in examinations or assessments such as plagiarism, collusion or cheating;
- swear or act in an offensive manner;
- take food or drink into the classrooms;
- litter the College premises, the entrances to the College premises or on the pedestrian thoroughfares within the vicinity of the College premises;
- harass other students or staff;
- damage, steal, modify or misuse College property;
- be under the influence of alcohol or drugs on College premises;
- engage in behaviour which could offend, embarrass or threaten others;
- promote any religious or political ideology while on College premises;
- breach copyright laws including those relating to software;
- use the College computers (or data/telephone points or wifi) to send, broadcast, search for or download inappropriate, offensive, defamatory or illegal material;
- be dressed inappropriately; and
- use or leave chewing gum on College premises.

Students must abide by the college rules at all times on college premises, in class and in accommodation arranged by the College. The College reserves the right to discipline or expel students whose conduct is unsatisfactory. No refund will be made in the case of expulsion from the College.

ADMISSION

Admission to the College is open to any person who:

- can attend timetabled lessons at the College premises;
- meets the course entry requirements, including for English;
- pays the current course fees;
- agrees to abide by the College rules and procedures;
- agrees to comply with the laws of the state they are studying in and Australia; and
- for overseas students, meets the requirements of the Department of Home Affairs and is granted a student visa to study at the College.

INDUCTION/ORIENTATION

Prior to the commencement of the course, students are invited to attend an induction/orientation programme. This programme usually occurs on Monday of the first week of the course. This programme introduces students to the College environment and allows them to complete the necessary administrative processes before they begin their studies.

Students are also advised via email of the link where they can access the student handbook, important numbers and contact details, and other information about the college.

USI (UNIQUE STUDENT IDENTIFIER)

A USI is a reference number made up of numbers and letters that gives students access to their USI account. A USI will allow an individual's USI account to be linked to the National Vocational Education and Training (VET) Data Collection, allowing an individual to see all of their training results from all providers including all completed training units and qualifications. The USI will make it easier for students to find and collect their VET achievements into a single authenticated transcript. It will also ensure that students' VET records are not lost.

Students will need a USI to obtain their certificate or qualification from their registered training organisation, when studying nationally recognised training in Australia.

Students without a USI are required to create their USI account from the USI website (www.usi.gov.au). To create a USI, students must provide details of one form of identification document listed below:

- Driver's Licence
- Visa (with Non-Australian Passport) for international students

The USI details must be provided to the College within two weeks of commencement of the course. USI details are entered and verified in the Student Management System. Students must provide verified USI details before the College issues Qualifications or Statement of Attainment.

DEFERRING, SUSPENDING OR CANCELLING STUDENT ENROLMENT

The College may allow students to defer (before study commencement), or to temporarily suspend their studies (after study commencement) including granting Leave Of Absence (LOA) on grounds of compassionate or compelling circumstances, such as serious illness (e.g. illness where a medical certificate states that the student is unable to attend classes), death in the family or for other reasons acceptable to the College, or to cancel their course by withdrawing from the College.

Students who wish to defer studies before commencement need to inform their Marketing Manager as soon as possible.

Students who wish to apply for leave of absence should do so by completing a Leave of Absence Form at least 2 weeks in advance, where possible, and submit it to Student Services. In their application, they should state clearly their reasons for leave and provide copies of any documents that will help support their application. The Student Services Officer will advise the student of any missing documentation. All required documents must be provided within 7 working days of the advice. Failure to do so may result in the LOA being disapproved. Students must report to Student Services with their passport (if applicable) once they return from their approved leave of absence. They must also contact the Course Coordinator (CC) to discuss their subjects. Prior to applying to suspending their

course, students must ensure that they have paid their tuition fee. Students who fail to return to the College within 5 working days after the end of their LOA will be considered to have been withdrawn from the course.

Students who wish to withdraw from the College must give at least one full term's notice in writing to a Student Support Officer. If less than one term's notice is given, in addition to the student receiving no refund of the course fees they have already paid, the student has an obligation to pay the following term's fees in lieu of the required notice. No final documents will be issued until all outstanding fees are settled.

The college will initiate cancellation of student enrolment if:

- the student does not start the course on the commencement date (non-commencement);
- the student fails to pay fees (non-payment of fees);
- the student breaches a condition of their student visa;
- the student misbehaves (when the student has committed serious misbehaviour such as criminal activity or non-serious misbehaviour repeatedly after suspension); or
- the student does not return after the term break.

Upon approval from the Executive Director, when the cancellation is due to a student's failure to pay fees, breaching of a condition of their student visa or student misbehaviour, the student is notified in writing of the decision. The notification refers to:

- the fact that the cancellation may have an impact on their student visa;
- 20 working days in which to access the internal appeals process; and
- the external appeals process (Commonwealth Ombudsman).

Students may appeal against the decision to cancel their enrolment. The cancellation will not take effect until the internal and external appeals processes are completed, unless extenuating circumstances relating to student welfare apply.

The College must advise the Department of Education and the Department of Home Affairs via PRISMS, particulars of any breach by an accepted student of a prescribed condition of a student visa as soon as practicable after the breach occurs.

The College must give particulars of a breach by a student even if the student has ceased to be an accepted student of the provider.

ARTICULATION

Since 1998, Australian educational institutions have agreed to recognise studies completed in accordance with the Australian Qualifications Framework (AQF). An important part of this agreement is that students are able to obtain exemptions or credits for study already completed.

Credit points, usually up to the equivalent of one year's (some courses earn more than one year of

credit) study at University may be obtained by students who wish to continue their course to degree level.

Universities assess the applicants individually and credits allowed may be based on the pass level achieved by the student.

It must also be remembered that from time to time, places may be at a premium and the universities offer no guarantee of admission.

Please visit www.academies.edu.au for further details on the College's articulations arrangements.

CHANGING COURSES

If you currently hold a student visa and wish to switch to a lower Australian Qualification Framework (AQF) level or a non-AQF level course, you must obtain a new student visa.

No new visa application is required if you are continuing your studies at the same or higher AQF level, or if you are transitioning from an AQF level 10 course (doctoral degree) to an AQF 9 course (Master's degree).

For instance:

- A new visa application is necessary when moving from a Bachelor of Business (Leadership Management) (Level 7) to a Diploma of Leadership and Management (Level 5) at a university.
- A new visa application is required if transferring from a Certificate IV (AQF level 4) to an ELICOS course (non-AQF course).

For more information on changes to your study situation, please visit the [Immigration website](#).

New Student

Students wishing to apply to change their course (within the same College) after commencement of their enrolment must complete the Application to Change Course form outlining the reasons for this change and submit it to Student Services within the first week of the term. Students must also pay the change-of-course fee of \$150 in addition to the difference in fees between the old and the new course.

Current Student

Students wishing to change their course (within the same College) must complete the Application to Change Course form outlining the reasons for this change and submit it to the Course Coordinator within the first week of the term.

Students must satisfy the minimum course progress requirements of the course or have demonstrated an active attempt at resolving course progress issues prior to applying to change their course.

Students must also pay the change-of-course fee of \$150 in addition to the difference in fees between the old and the new course.

TRANSFER BETWEEN REGISTERED PROVIDERS

Under the National Code 2018, the College will not knowingly enrol a student wishing to transfer from another registered provider's course prior to the student completing 6 months of the principal course of study except where:

- the original registered provider has ceased to be registered, or the course in which the student is enrolled has ceased to be registered;
- the original registered provider has granted the student's release;
- the original registered provider has had a sanction imposed on its registration by the Australian government or state or territory government that prevents the student from continuing the principal course; or
- any government sponsor of the student considers the change to be in the student's best interest and has provided written support for that change.

Students wishing to transfer to another college must complete and submit the *Application to Transfer to Another Registered Provider form* to the Student Support Officer.

Students must complete 6 months of their principal course. This is the highest qualification course, therefore where a student is enrolled at one of the Colleges as a pathway to a university, the College should not allow the student to transfer out of the College unless there are 'exceptional circumstances' (defined below) and after liaising with the relevant university. Students need to complete their pathway course with the College and continue their degree studies at the relevant university.

Exceptional circumstances include:

- educational progression (academic) problems that cannot be addressed by the provider's resources;
- student has to move their residence to another city/state; and
- a medical circumstance that affects the student's performance in their current course and where the student can demonstrate it will not affect their performance in the intended new enrolment.

Subject to the above, an application for transfer on the grounds of exceptional circumstances may be demonstrated by providing sufficient detailed information with relevant supporting documentation to support the application, such as:

- i. a medical certification stating, in reasonable detail, the dates of any relevant consultations or attendances;
 - if relevant, the nature of the complaint and the treatment;
 - a specific statement that, in the health care professional's opinion (not the student's opinion), affirms that as a result of the

complaint or treatment, the student should be transferred.

- ii. a police report or statutory declaration;
- iii. other relevant supporting documentation.

Supporting documentation includes:

- Application to Transfer to Another Registered Provider;
- offer letter from the new registered provider;
- statement of reasons why the student is seeking release, or other documentation explaining reasons for release request;
- for a student who is under 18 years of age, written evidence that the student's parent or legal guardian supports the transfer and written confirmation from the proposed provider that they accept responsibility for approving the student accommodation, support and general welfare arrangements; and
- any evidence to support the information provided.

All documentation will be held in confidence and will be stored to ensure privacy.

General Guidelines

Applying to Transfer to Another Registered Provider does not preclude students from the requirement to enrol on time. Non-enrolment will not automatically result in approval of transfer. It will however result in the student being reported to the Department of Education and the Department of Home Affairs for failing to enrol.

Circumstances for Granting or Refusing a Transfer

To apply to transfer to another provider within the first 6 months of the student's principal course, the student must apply for a release letter from the College.

Granting a Transfer

Students may be granted a release based on the following range of factors:

- if the course the student wishes to transfer to:
 - better meets the study capabilities of the student, or
 - better meets the long-term goals of the student, whether these relate to future work, education or personal aspirations;
- if the student wishes to change course in order to get access to greater support (may be through the services offered by another provider, commercial or non-for-profit services or through access to family, friends or a cultural support network);
- if the student claims or can provide evidence that their reasonable expectations about the current course are not being met;

- if the student is to be reported to the Department of Education and the Department of Home Affairs because they are unable to achieve satisfactory course progress at the level they are studying, even after engaging with the College's intervention strategies*; or
- the College fails to deliver the course as outlined in the Offer Letter and Student Agreement.

***Remarks:**

- The College reserves the right to refuse transfer requests from students who are not genuinely engaging with an intervention strategy with the intention of failing and being released.
- The College will report on the student's course progress even if the transfer request is granted.

A release should also be granted for a student where:

- a student can provide evidence that they were misled by the provider or an education or migration agent regarding the provider or its course, which constitutes a breach of the ESOS Act; or
- an appeal (internal or external) on a matter that may reasonably result in the student wishing to seek a transfer supports the student.

Refusing a Transfer:

The College may refuse to grant a release letter based on the following range of factors:

- if the transfer may jeopardise the student's progression through a package of courses;
- if the student has recently started studying the course and the full range of support services are yet to be provided or offered to the student (it is good practice to revisit the issue within a timeframe negotiated with the student); and
- if the student is trying to avoid being reported to the Department of Education and the Department of Home Affairs for failure to meet the provider's attendance or academic progress requirements.

Exception for Obtaining a Release from the College

No release is required where:

- the student has completed at least 6 calendar months' study in their principal course, or
- the student is government sponsored and that government sponsor provides written support for the change as it considers the change to be in the student's best interests; or
- the College has ceased to be registered or the program in which the student is enrolled has ceased to be registered; or
- the College has a sanction imposed on it that prevents the student from continuing their principal course.

ENROLMENT

Students must enrol subjects as specified in their timetables on the Student Management System (Paradigm) within the first two (2) weeks of each term. Students who fail to do so may have their Confirmation of Enrolment (CoE) cancelled. Students may appeal this decision by the end of week 4 of the term. If the appeal is successful, students are required to pay \$300 re-enrolment fee in order to re-enrol in their course. All tuition fees must also be up to date in order to re-enrol.

Subject enrolment schedule and notification

- Students are notified by public notices of the key dates for enrolling in subjects.
- Any student who may be unable to attend the enrolment must apply for approval for late enrolment.
- One week prior to enrolment/re-enrolment, students are reminded of the key dates for enrolment via email and SMS.
- No student is allowed to enrol in a subject that does not belong to their current course.

Requirements for enrolment/re-enrolment

At enrolment/re-enrolment, the following information must be verified by the student on the Student Management System:

- the student's current residential address;
- the student's mobile phone number (if any);
- the student's email address (if any);
- emergency contact details; and
- any other details prescribed by the regulations.

The College will also confirm with the student via Paradigm, at least every 3 months, that those details are still correct and records are updated accordingly.

RECOGNITION OF PRIOR LEARNING/ CREDIT TRANSFER

In addressing access and equity matters, it is important that learning experiences that have not occurred in the traditional education timeline and environment are taken account of. Importantly, many disadvantaged groups may have had their education interrupted and/or been forced to use flexible learning or other non-traditional means. At the College, many students would have obtained their education overseas.

The College also has an obligation under the Australian Qualifications Framework (AQF) for the mutual recognition of qualifications and competencies gained by study at other institutions registered under these guidelines. Where a student has obtained an AQF qualification or Statement of Attainment from another Registered Training Organisation, the College will recognise all the units of competency or course modules relevant to the student's current or proposed course.

The College encourages students who have completed subjects, competencies or outcomes from other institutions to apply to have that prior learning recognised. They would then be exempt from studying that subject, unit of competency or module.

The College also recognises that a student's current competencies may have been obtained from work experience or life experience. Thus, students who can demonstrate that they have current competencies, similar to what is required in their course, are encouraged to have these competencies recognised. They would also then be exempt from studying that unit of competency.

Recognition of Prior Learning is an assessment process that involves assessment of an individual's relevant prior learning (including formal, informal and non-formal learning) to determine the credit outcomes of an individual application for credit.

Credit Transfer is a process of granting of status or credit by the College to students for units of competency completed at the same or another education provider.

The procedure for applying for Credit Transfer (CT) is as follows:

1. Students must complete the Course Credit Application Form to formally apply for CT by the first week of the first term of the course. Students will submit the form with the supporting documents to the Marketing Manager (prior to issuance of CoE) or the Student Services (after issuance of CoE until the first week of a term). The entire application will be forwarded to the Course Coordinator for assessment.

Note: Students must provide the College with the original or certified copies of the document, whether it is a transcript of the qualification, credential, testamur, award or reference letter. The document must be in English. If it is not, the College requires that it be translated by a recognised body.

2. The Course Coordinator will assess the application. Only the relevant Course Coordinator can grant CT.
3. The Course Coordinator will advise the Student Services of the outcome of the CT application. The Student Services will update the student management system and PRISMS (if applicable).
4. The student will be informed of the outcome of the request in writing. A copy of the letter will be retained in the student's folder.
5. Students have the right to appeal in circumstances where they do not agree with the outcome of the request. Please refer to the Complaints and Appeals section in this handbook for details on how to appeal against a decision of the College.

The procedure for applying for Recognition of Prior Learning (RPL) is as follows:

1. The student notifies of intention to apply for RPL during admissions. The students are referred to the Course Coordinator.
2. The Course Coordinator arranges a meeting with the student and Assessor to discuss the RPL requirements. The student is provided with the Skills Recognition Tool Kit.
3. Students who apply for RPL by using competencies gained through work experience must supply a document on the company letterhead stating:
 - place of employment;
 - name of employer/supervisor/manager;
 - contact details of the employer/supervisor/manager;
 - period of employment; and
 - specific job roles.
4. Students who apply for RPL using their life experience must be able to provide documentation to support their case.
5. The student submits the completed Skills Recognition Tool Kit along with the evidence portfolio to the Assessor.
6. The Assessor assesses the application based on the information and evidence submitted. The Assessor notifies the Course Coordinator of the outcome, who then forwards the documentation and indicate the assessment outcome to the Department Head, VET for final approval.
7. In some situations, the documents submitted by the student may not provide adequate information or may be from an unrecognised body. In order to qualify for RPL, the student may be required to complete gap training and demonstration (if applicable) if gaps are identified by the Assessor in the evidence portfolio provided. The Assessor will contact the student for a meeting to provide feedback and discuss the gap training and demonstration (if applicable) requirements.
8. The student will be informed of the outcome of the request in writing. A copy of the letter will be retained in the student's folder.
9. Students have the right to appeal in circumstances where they do not agree with the outcome of the request. Please refer to the Complaints and Appeals section in this handbook for details on how to appeal against a decision of the College.

Students should note that the granting of RPL or CT may lead to the shortening of their course. If this happens, the College will notify the Department of Home Affairs of the shortened course duration. The student may then need to either enrol in another full-time course or depart Australia when their (shortened) course finishes. The granting of RPL or

CT does not affect the Department of Home Affairs' requirement that overseas students on a student visa must undertake a full-time study workload of 20 contact hours per week.

After the commencement of the student's course, approval of RPL or CT does not lead to a reduction of fees payable.

RPL fees start at a minimum charge of \$500 per subject and can vary depending on the subject.

For CT applications, there are no assessment fees.

MONITORING COURSE PROGRESS

The College divides its vocational courses into four study periods per academic year. These study periods are named terms. Each term comprises of 9 weeks. Within these terms specific subjects are allocated to the student to make up a full-time study workload of twenty (20) contact hours per week. The student's allocated subjects, detailed in the timetable, must be followed. A student wishing not to undertake the required study in a certain subject, must obtain approval from the Course Coordinator within the first two weeks of the term.

For all qualifications, including nested qualifications (packaged courses), a study period consists of 1 college term which is equivalent to 9 weeks of studies.

If the student is in their last term of study, the full-time study workload of twenty (20) contact hours per week will be adjusted to reflect the remaining number of subjects/units of competency/modules that the student is required to complete in order to satisfy their course requirements.

To check that the student's course progress is satisfactory, the College will monitor academic performance in each subject of enrolment. Progress will be assessed throughout each subject and results will be collated at the end of every term. At the same time, the College will also check the student's progress towards completion of the course within the specified duration. The student will be able to access the End of Term Results within the first week of the following term through the Student Management System (Paradigm). A final assessment of the student's overall achievements will occur at the end of every term.

Students returning from LOA are expected to meet course progress requirements. When a student returns from LOA, they are expected to meet course progress and catch up on their studies in the following term. Failing to do so would trigger the reporting process and any previous warning letters would also be counted towards the reporting cycle.

Satisfactory Course Progress

To meet the requirement for satisfactory course progress, students enrolled in any course regardless of the duration must pass a minimum of 50% of the full-time study hours in a term. For example, out of

180 hours of allocated subjects in a term, students must pass a minimum of 90 hours.

Course progress is monitored based on the duration of the course a student is enrolled in.

Warning letters such as Risk of Unsatisfactory Course Progress and Non-Compliant Rate of Course Progress are sent to students by email. Intention to Report letters are also sent to students by email.

Course duration: 8 terms which is equivalent to 8 study periods

– This is for students who enrol in 1 or more qualification(s) with a duration of 8 terms OR packaged eCoEs with a total duration of 8 terms. [Note: For qualifications with course durations of 5, 6 or 7 terms, the course progress monitoring procedure for 8-term course duration will apply].

Students whose end of term result indicates that they have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects will receive a Risk of Unsatisfactory Course Progress letter (CPL1), via email, before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they must arrange a one-on-one meeting with their Course Coordinator by Friday of the first week of the term. The Course Coordinator will implement intervention strategies to assist the student and record comments in the Student Management System (Paradigm).

Students who have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects at the end of the second term will be issued a Non-Compliant Rate of Course Progress letter (CPL2), via email, before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they have been placed on probation for the following term. Students will also be advised to arrange a one-on-one meeting with their Course Coordinator by Friday of the first week of the term, as per the Non-Compliant Rate of Course Progress Letter (CPL2), to implement intervention strategies. Students will be enrolled into subjects by the Course Coordinator after paying for reassessment (if applicable) or agreeing to any other intervention strategy. If the student does not contact the Course Coordinator by Friday of the first week of the term, the student will be issued with an Intention to Report* (ITR) letter within 14 days (after the end of the first week of the term) via email.

Students who have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects at the end of the third term will be issued a Continued Non-Compliant Rate of Course Progress letter (CPL3), via email, before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they have been kept on probation for the following term. Students will also be advised to arrange a one-on-one meeting with their Course Coordinator by Friday of the first

week of the term, as per the Non-Compliant Rate of Course Progress Letter (CPL3), to implement intervention strategies. Students are enrolled into subjects by the Course Coordinator once outstanding assessments are submitted or at the Course Coordinator's discretion if they have demonstrated an active attempt at resolving course progress issues. If students do not contact the Course Coordinator by Friday of the first week of the term, they will be issued with an ITR* letter within 14 days (after the end of the first week of the term) via email.

Students who do not show improvement after contacting the Course Coordinator by failing to abide by the agreed intervention strategies and satisfactorily completing the reassessment (if applicable) and, as a consequence, fail to complete or demonstrate competency in 50% of the course requirements, will be issued with an ITR letter via email. The ITR letter informs them of the College's intention to report their breach to the Department of Education and the Department of Home Affairs via PRISMS. This letter will also inform the student of their right to appeal this decision within 20 working days.

Course duration: 4 terms which is equivalent to 4 study periods

– This is for students who enrol in a qualification with a duration of 4 terms.

Students whose end of term result indicates that they have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects, will receive a Risk of Unsatisfactory Course Progress letter (CPL1), via email, before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they have been placed on probation for the following term. Students will also be advised to arrange a one-on-one meeting with their Course Coordinator by Friday of the first week of the term. The Course Coordinator will implement intervention strategies to assist the student. Students will be enrolled into subjects by the Course Coordinator only after paying for reassessment (if applicable) or agreeing to any other intervention strategy. If students do not contact the Course Coordinator by Friday of the first week of the term, they will be issued with an ITR* letter within 14 days (after the end of the first week of the term) via email.

Students who have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects at the end of the second term, will be issued a Non-Compliant Rate of Course Progress letter (CPL2), via email, before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they have been kept on probation for the following term. Students will also be advised to arrange a one-on-one meeting with their Course Coordinator by Friday of the first week of the term, as per the Non-Compliant Rate of Course Progress Letter (CPL2), to implement intervention strategies. Students will be enrolled into subjects by the Course Coordinator once outstanding

assessments are submitted or at the Course Coordinator's discretion if they have demonstrated an active attempt at resolving course progress issues. If students do not contact the Course Coordinator by Friday of the first week of the term, they will be issued with an ITR* letter within 14 days (after the end of the first week of the term) via email.

Students who have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects at the end of the third term will be issued a Continued Non-Compliant Rate of Course Progress letter (CPL3), via email, before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they have been kept on probation for the following term. Students will also be advised to arrange a one-on-one meeting by Friday of the first week of the term, as per the Non-Compliant Rate of Course Progress Letter (CPL3), to implement intervention strategies. Students will be enrolled into subjects by the Course Coordinator once outstanding assessments are submitted or at the Course Coordinator's discretion if they have demonstrated an active attempt at resolving course progress issues. If students do not contact the Course Coordinator by Friday of the first week of the term, they will be issued with an ITR* letter within 14 days (after the end of the first week of the term) via email.

Students who do not show improvement after contacting the Course Coordinator by failing to abide by the agreed intervention strategies and satisfactorily completing the reassessment (if applicable) and, as a consequence, fail to complete or demonstrate competency in 50% of the course requirements, will be issued with an ITR letter via email. The ITR letter informs them of the College's intention to report their breach to the Department of Education and the Department of Home Affairs via PRISMS. This letter will also inform students of their right to appeal this decision within 20 working days.

Course duration: 3 terms which is equivalent to 3 study periods

– This is for students who only enrol in 1 qualification with a duration of 3 terms OR packaged eCoEs with a total duration of 3 terms.

Students whose end of term result indicates that they have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects, will receive a Risk of Unsatisfactory Course Progress letter (CPL1) via email before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they have been placed on probation for the following term. Students will also be advised to arrange a one-on-one meeting with their Course Coordinator by Friday of the first week of the term. The Course Coordinator will implement intervention strategies to assist the student. Students will be enrolled into subjects by the Course Coordinator after paying for reassessment (if applicable) or agreeing to any other intervention strategy. If students do not contact the Course Coordinator by Friday of the first week of the term,

they will be issued with an ITR* letter within 14 days (after the end of the first week of the term) via email.

Students who have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects at the end of the second term will be issued a Non-Compliant Rate of Course Progress letter (CPL2), via email, before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they have been kept on probation for the following term. Students will also be advised to arrange a one-on-one meeting by Friday of the first week of the term, as per the Non-Compliant Rate of Course Progress Letter (CPL2), to implement intervention strategies. Students will be enrolled into subjects by the Course Coordinator once outstanding assessments are submitted or at Course Coordinator's discretion if they have demonstrated an active attempt at resolving course progress issues. If students do not contact the Course Coordinator by Friday of the first week of the term, they will be issued with an ITR* letter within 14 days (after the end of the first week of the term) via email.

Students who do not show improvement after contacting Course Coordinator by failing to abide by the agreed intervention strategies and satisfactorily completing the reassessment (if applicable) and, as a consequence, fail to complete or demonstrate competency in 50% of the course requirements, will be issued with an ITR letter via email. The ITR letter informs them of the College's intention to report their breach to the Department of Education and the Department of Home Affairs via PRISMS. This letter will also inform students of their right to appeal this decision within 20 working days.

Course duration: 2 terms which is equivalent to 2 study periods

- This is for students who only enrol in 1 or 2 qualification(s) with a duration of 2 terms.

Students whose end of term result indicates that they have not successfully completed or demonstrated competence in 50% of full-time study hours of allocated subjects, will receive a Non-Compliant Rate of Course Progress letter (CPL1), via email, before commencement of the following term. The letter will indicate that they are at risk of not achieving satisfactory course progress and that they must arrange a one-on-one meeting by Friday of the first week of the term with their Course Coordinator. The Course Coordinator will implement intervention strategies to assist the student. Students are enrolled into new subjects by the Course Coordinator after paying for reassessment (if applicable) or agreeing to any other intervention strategy. Students are also placed on probation for the following term. If students do not contact the Course Coordinator by Friday of the first week of the term, they will be issued with an ITR* letter within 14 days (after the end of the first week of the term) via email.

Students who do not show improvement after contacting the Course Coordinator by failing to abide by the agreed intervention strategies and

satisfactorily complete the reassessment (if applicable) and, as a consequence, fail to complete or demonstrate competency in 50% of the course requirements, will be issued with an ITR letter via email. The ITR letter informs them of the College's intention to report their breach to the Department of Education and the Department of Home Affairs via PRISMS. This letter will also inform students of their right to appeal this decision, within 20 working days.

Students failing to meet satisfactory course progress for 2 consecutive terms will be issued with an ITR letter via email informing them of the College's intention to report their breach to the Department of Education and the Department of Home Affairs via PRISMS. This letter will also inform students of their right to appeal this decision within 20 working days.

Course duration: 1 term which is equivalent to 1 study period)

- This is for students who only enrol in 1 qualification with a course duration of 1 term.

Students whose mid-term result indicates that they are at risk of not achieving satisfactory course progress, will receive, by Monday of week 7 of the term, a Mid-term Non-Compliant Rate of Course Progress letter (MT-CPL1) via email. The letter will advise them to arrange an appointment with the Course Coordinator by Friday of week 7 of the term. The one-on-one meeting will address issues related to the student's course progress and to discuss strategies for achieving satisfactory course progress.

Students who do not show improvement after contacting the Course Coordinator by failing to abide by the agreed intervention strategies and satisfactorily complete the reassessment (if applicable) and, as a consequence, fail to complete or demonstrate competency in 50% of the course requirements, will be issued with an ITR letter via email. The letter will inform them of the College's intention to report their breach to the Department of Education and the Department of Home Affairs via PRISMS. This letter will also inform students of their right to appeal this decision within 20 working days.

***Non-contact ITR will not be issued if:**

- the student has notified a Student Support Officer of their request to withdraw from the College, including a request to transfer to another provider and does not require a release from the College; or
- the student has contacted the College indicating that they have no intention of attending course progress counselling to meet course progress requirements.

Additional Guidelines for Early Childhood Education and Care Students

- Course progress monitoring will include work placement hours, and written, practical, third-party reports and observation assessments.
- To meet the requirement for satisfactory course progress, students enrolled for Early Childhood

Education and Care courses must successfully complete the following in a term:

- 100% of the written assessments;
 - 100% of the practical assessments;
 - allocated work placement hours for the term; and
 - third party reports and observation assessments (if due).
- Before starting their work placement, the student must obtain signed documents from the placement provider, including the Workplace Agreement and Memorandum of Understanding. All placement hours must be recorded in the Work placement Log.
 - If the student has not successfully completed the work placement hours, and written, practical, third-party reports and observation assessments within course duration of electronic Confirmation of Enrolment (eCoE), notwithstanding the intervention strategies implemented, the student will need to apply to extend eCoE and pay the relevant course fees.
 - Students must successfully complete Certificate III in Early Childhood Education and Care before progressing to Diploma of Early Childhood Education and Care.

General Guidelines for Younger Students

- An overseas student under the age of 18, must maintain a welfare arrangement throughout their stay in Australia until they turn 18. The student can either stay in Australia with a 'nominated guardian' approved by the Department of Home Affairs or stay in an accommodation, support and general welfare arrangements that have been approved by the overseas student's registered provider.
- The registered provider is not involved in the assessment and approval of nominated guardians by the Department of Home Affairs. Nonetheless, if the registered provider becomes aware that the overseas student is not receiving proper care, they should promptly reach out to the Department of Home Affairs and other local agencies.

Alternative welfare arrangements must be approved by the Department of Home Affairs.

- When the College accepts responsibility for the welfare of overseas students under the age of 18 the College ensures that the overseas student is in living arrangements which are safe and adequately meet their needs. The College conducts Accommodation and Welfare Arrangement Surveys as part of its commitment to overseeing the overall well-being of the students.

Welfare arrangements cannot be changed without written approval from the College.

- The College ensures the regular attendance and academic progress of students under 18. We are required to notify the Department of Education and the Department of Home Affairs, through PRISMS, of a student's poor attendance or unsatisfactory course progress within 14 days of finalising the decision to report in accordance with Section 19 of the ESOS Act.

All the correspondence is also sent to guardians.

- A registered provider's Confirmation of Appropriate Accommodation and Welfare (CAAW) responsibility for an overseas student under the age of 18 will cease when the overseas student turns 18.

Additional information about welfare and custody arrangements for under 18 students can be obtained from the [Immigration website](#).

Intervention Strategies

For students identified as being at risk of not meeting, or have not met course progress requirements, the following support/intervention strategies may be implemented to assist the student:

- an English language course to support oral and written comprehension;
- assistance with academic skills such as essay and report writing, meeting assessment requirements and research skills provided by the supervising trainer and assessor;
- counseling with a Student Support Officer for assistance with personal issues affecting course progress;
- an opportunity for reassessment;
- changing courses;
- mentoring by the supervising trainer;
- a referral to external organisations for assistance (by Student Support Officer);
- a reduction in course load approved by the Course Coordinator;
- an extension of course; or
- a combination of the above.

When an intervention strategy is implemented, the student will be required to meet the relevant Course Coordinator on a regular basis for follow up. This is to be determined as part of the intervention strategy. The student will be reminded that continued unsatisfactory course progress for a course could lead to the student being reported to the Department of Education and the Department of Home Affairs.

It is the responsibility of the student on probation to maintain regular contact with the Course Coordinator. An academic staff member may initiate and recommend a support program at any stage during the term if they believe that the student is at risk of not achieving satisfactory course progress. Intervention measures implemented are documented on the Student Management System (Paradigm).

Students are able to discuss any additional support that they require with their Trainer at any stage during their studies. This will be recorded in the Student Management System (Paradigm).

Failure to Comply with Agreed Intervention Strategies

Course interventions are designed to support students facing challenges in meeting course progress requirements. Depending on individual circumstances, Course Coordinator may take the following actions for students engaged in intervention strategies:

- For students who have already been issued an Intention to Report (ITR) and have pending appeals, place appeals on hold until all agreed interventions are completed.
- Restrict or suspend enrolment until intervention requirements are fully met.

Failure to comply with agreed intervention strategies, including but not limited to non-submission of assessments on agreed dates, incomplete submissions, or failure to meet other requirements, will result in the following:

- Issuance of an ITR for students who have not previously received one. Standard appeals procedures apply.
- For students with conditional appeals, non-completion of agreed interventions will result in unsuccessful appeals. Students may still access external appeals procedures as per policy. If students do not access the external appeals process within the required timeframe, their enrolment will be cancelled accordingly.

All actions and outcomes related to intervention compliance will be documented in the student's record.

Extension of Course and Study Load

During each intervention process, the Course Coordinator will review the student's academic progress and study plan. A new study plan is agreed with the student, taking into consideration the following factors:

- student's academic progress within the enrolled program i.e., remaining subjects to complete;
- if it is established that any academic difficulties existed in the previous term (intervention strategy); and
- student's expected end date as per the eCoE.

If the student is unlikely to complete the course within the expected duration, the student will be advised to apply for an extension of their eCoE by completing the Application for Extension of Course Form. The Course Coordinator will consider whether to reduce the current workload of the student - a reduction in workload does not result in a reduction of hours in class.

Note: A student cannot undertake more than one-third of the total course by distance and/or online learning at any one enrolment period. An eCoE may generally be extended once for a maximum of 1 study period only.

Applications for extension of course must be assessed by the Course Coordinator and forwarded to the Department Head for final approval. For students who enrolled in nested qualifications/package courses (with multiple eCoEs), the extension of one eCoE will result in a deferral of the following eCoE(s) of the higher qualification(s).

The student must submit the approved Extension to COE form and pay the additional tuition fees as a result of the extension to Student Services for processing. Student Services will enter a variation to the student's enrolment in PRISMS and provide the student with a new eCoE covering the period which the student can reasonably be expected to complete their enrolled program.

Appeal to an ITR for unsatisfactory course progress

The ITR letter informs students of the College's intention to report their breach to the Department of Home Affairs. This letter will also inform students of their right to appeal this decision within 20 working days. Refer to Complaints and Appeals Procedure for further details.

Where the student chooses not to access the complaints and appeals processes within the 20 working days period, withdraws from the process, or the process is completed and results in a decision supporting the College, the College will notify the Department of Home Affairs of the student not achieving satisfactory course progress within 31 days of finalising the decision to report in accordance with Section 19 of the ESOS Act. Alternatively, if the appeal is in favour of the student, the College will not report the student.

Internal and External Appeals against Course Progress Outcomes

A student may appeal the ITR issued for unsatisfactory course progress on the following grounds:

- the College's failure to record or calculate a student's marks accurately;
- compassionate or compelling circumstances; or
- the College not having followed its intervention strategy and other policies according to its documented policies and procedures that have been made available to the student.

The student has the right to appeal a decision made by the College to report their unsatisfactory course progress. The written notice (of intention to report the student for unsatisfactory progress) will inform the student that they are able to access the College's Complaint and Appeals process and that the student has 20 working days in which to do so. Refer to the College's Complaint and Appeals Policy and Procedure for further details on procedures for accessing external appeals.

COMPLAINTS PROCESS

Students should contact the appropriate staff member depending on the nature of the issue:

- a) For academic matters, students should speak with their Trainer or the Course Coordinator.
- b) For non-academic matters, students should contact student services.

Informal Complaint Resolution

Students are encouraged to seek early resolution by raising their concerns directly with the relevant staff member. Open and respectful communication often leads to a prompt and satisfactory outcome without the need for a formal process.

Formal Complaint Submission

If the student is not satisfied with the response or the matter is more serious, the student can raise a formal complaint by completing the *Student Complaint Form* available on the College website and submitting it to the student services. The student should attach copies of any supporting documents (if applicable).

Upon receipt of the formal complaint, student services will:

- a) Assess the type and severity of the complaint and log in the Complaints Register, if applicable.
- b) Forward the complaint to the relevant Designated Head within one (1) working day.
- c) For academic complaints, the student may also be required to book an appointment with the respective Course Coordinator.

Complaint Review and Decision

Within ten (10) working days of receiving the formal complaint:

- a) The relevant Designated Head will review the complaint and supporting information.
- b) Designated Head may request further information from the student and/or staff involved.
- c) A written outcome will be provided to the student, outlining the decision, reasons for the outcome, and the student's right to access an independent external appeals process if not satisfied.

For academic related complaints reviewed by Course Coordinator, a copy of the written outcome must be forwarded to the Designated Head Student Services.

If the student accepts the outcome and does not wish to escalate the complaint further, the matter is considered resolved. The Designated Head Student Services will finalise the College's decision and record the outcome in the SMS.

APPEALS PROCESS

Internal Appeals

The student must submit a completed Appeal Form to student services within 20 working days of receiving the official notification of a decision. The Appeal Form is available on the College website.

For appeals against the College's intention to report (ITR) the student for unsatisfactory course progress, the Appeal Form must be submitted to the respective Course Coordinator within the same timeframe.

Appeal Review

The staff member responsible (as outline in the table below) must:

- Review the Appeal Form and any supporting evidence submitted by the student.
- Access and review the student's records in the SMS.
- Conduct interviews if additional information or clarification is required.
- Finalise a decision within 10 working days of receiving the appeal.
- Inform the student of the outcome in writing, including the reasons for the decision.

Types of Appeal	Staff responsible for the appeal process
Late Enrolment	Designated Head Student Services
Assessment Marks	Course Coordinator
ITR for Course Progress	Course Coordinator
Refusal of Leave of Absence	CEO
Refusal of Release	CEO
Refusal of Refund	CEO
ITR for Non-payment	Designated Head Student Services
ITR for Misbehaviour	CEO
ITR for Attendance	Designated Head Student Services
Course Credit (RPL/ CT)	Course Coordinator

If the original **decision is overturned or varied** in favour of the student, the College will immediately implement any required changes, corrective or preventative actions, and initiate a continuous improvement process, where appropriate.

If the original **decision is upheld**, the College may proceed with the decision (including cancellation of the electronic Confirmation of Enrolment (eCoE)) and, where applicable, implement any necessary actions or improvements. The student will also be informed of their right to access the external appeals.

Note: The College will not report the student for unsatisfactory course progress or attendance in PRISMS until both internal and external appeals processes are complete.

If the student is not satisfied with the appeal outcome, they have the right to lodge an external appeal with an external appeals body.

General Guidelines

- All complaints and appeals will be handled promptly, fairly, and in accordance with the College's formal processes.
- A resolution should normally be reached within one month. Once resolved, no further investigation will be undertaken unless required for continuous improvement purposes.
- The complainant and respondent will not be victimised or discriminated against at any stage of the process.
- All details of the complaint or appeal, including outcomes and actions taken, will be documented and securely filed.
- The College will maintain the student's enrolment throughout the internal and, where applicable, external complaints or appeals process. Students are required to remain enrolled and continue attending classes during this time.
- If additional time is required to finalise a complaint or appeal, the College will inform the student in writing, explain the reason for the delay, and provide regular updates and an estimated timeframe for resolution.
- All internal complaints and appeals will be handled at no cost to the student.
- Students may request to be accompanied by a support person at any stage of the process. If the student is under 18, a parent or guardian must be present.
- Students may request a translator or interpreter at any point in the process.
- The process does not limit a student's right to seek external review or pursue legal remedies under Commonwealth or State law.
- Students may appeal a decision to report them for unsatisfactory progress or attendance based on:
 - o inaccurate recording or calculation of results;
 - o compassionate or compelling circumstances; or
 - o failure by the College to implement its documented intervention strategies or procedures.

External Appeal

If the student chooses to access the external appeals process, they must do so within five (5) working days of receiving the internal appeal outcome.

The student must inform the College once they have lodged an external appeal. This ensures that their enrolment is maintained during the external review process.

The student is entitled to access one external appeal process related to the matter. The College is not required to wait for the outcomes of multiple external processes that the student may choose to pursue. After the conclusion of the external appeal, the College may proceed to report the student to the relevant authorities, if applicable.

Commonwealth Ombudsman (CO)

Online: [CO Complaint Form](#)

Phone: 1300 362 072

Fax: 02 6276 0123

Mail: GPO Box 442, Canberra ACT 2601

Website: www.ombudsman.gov.au

Withdrawal of Complaint/Appeal

The student may withdraw a complaint or appeal at any time during the resolution process. The student must make the withdrawal in writing and submit it to the SS. This will then be forwarded to the Designated Head Student Services. Alternatively, the student may send an email to the Designated Head Student Services using their email address that is registered with the College.

The Designated Head Student Services will send a written acknowledgement of the withdrawal to the student. The matter will be concluded and deemed to be resolved.

Forms of Feedback

Feedback or Complaints can be provided to the college by various means.

These include:

- Complaint Form
- E-mails
- Verbal feedback to ACA staff

STUDENT SUPPORT SERVICES

The College offers appropriate support services to students to ease the transition into life and study in Australia and to allow access to appropriate assistance as needed.

Counselling services are available to students in order to assist them with their career aspirations and any other matters concerning their study at the College. Students with issues regarding the transition into life and study in Australia should contact the Student Support Officer.

The students' progress is reviewed regularly to ensure that they are progressing in accordance with their particular program. The College's Student Support Officers and Course Coordinators are available for consultation in this matter by appointment (to be organised with Student Services).

Students with any special medical or physical requirements should advise a Student Support Officer. The College endeavours to assist students with special needs to ensure their comfort and convenience are optimised. Information regarding available support services is accessible to students. For the benefit of international students, the College maintains close liaison with the Department of Home Affairs so that applications and any queries can be attended to promptly.

Where it is not appropriate for the College, its trainers, or staff to be advised on any issue, the student may be referred to an external party for advice. Where a student requires more formalised

assistance, recommendations can be provided for appropriate language and/or bridging courses.

WELLBEING POLICY

The College is committed to providing a safe and healthy learning and work environment for all staff and students. Every reasonable effort is made to prevent incidents, protect employees and students from any risk, and to promote the mental health, safety and welfare of all employees and students. The College will make available appropriate resources to ensure that it complies in all respects of this policy and relevant legislations, and to ensure that the workplace is a safe and inclusive to everyone including diverse groups and First Nations people. Staff, students and contractors are encouraged to act as active bystanders when witnessing inappropriate or concerning behaviours. This includes noticing warning signs, safely intervening if appropriate, or reporting the concern to the relevant staff of the College.

The College works closely with its preferred OSHC provider and state-based Study Hubs that offer a range of support and welfare and counselling services to the students.

Where wellbeing concerns are linked to trauma or experiences of Sexual Assault or Sexual Harassment (SASH), the staff must take a compassionate approach, including:

- a) Offering support without requiring formal complaint;
- b) Respecting the individual's right to choose whether to make a report;
- c) Providing referrals to counselling;
- d) Ensuring the person is aware of external supports such as 1800RESPECT, mental health helplines, or legal aid.

If a student or staff member raises a concern about another individual's mental health or wellbeing, the matter must be referred to an appropriate staff member such as Manager or a Designated Head. At an appropriate time and in a private, respectful setting within the College, the staff initiates a conversation and gathers information about the individual of concern. Where appropriate, the staff member may identify concerns or signs of distress and inform the individual of available support services. If the individual discloses an experience of sexual assault, sexual harassment, or related trauma, the staff member must advise them of their right to speak confidentially with the Counsellor.

If the staff believes there is a concern or risk of wellbeing/mental health condition that may lead to a critical incident, the staff should:

- a) Call emergency services (000) where appropriate.
- b) Notify the CEO or escalate to senior management in the CEO's absence.
- c) Initiate the College's critical incident response, while maintaining confidentiality.

Where the wellbeing concern involves a potential or actual critical incident (e.g. thoughts of suicide, threat of self-harm, threats to others, or trauma disclosures), the staff will escalate the incident without delay and provide a written report of the incident and to alert manager, the designated head and the CEO using the applicable reporting form used by the College.

Students may find useful external organisational links, as well as resources and support for wellbeing and mental health, on Page 37 of this handbook.

OVERSEAS STUDENT HEALTH COVER (OSHC)

All International students on a student visa must maintain valid Overseas Student Health Cover (OSHC) for the duration of their stay in Australia, including for any dependants.

The College has an established partnership with Allianz Care Australia for the provision of OSHC; however, students may choose any Australian Government-approved provider. Evidence of cover must be provided prior to the issuance of a Confirmation of Enrolment (CoE).

COLLEGE / LOCAL FACILITIES

The College has:

- classrooms equipped with whiteboards, and access to overhead projectors, data projectors, televisions;
- computer labs with printers and Internet access;
- a student lounge equipped with kitchen facilities, microwave and vending machines, as well as additional computers with internet access, printers/copiers, etc.; and- Wireless internet.

Students are not allowed to eat or drink on the College premises except in the designated student lounge. This is to ensure that a healthy, pest-free working and learning environment is maintained. This policy also ensures that computer hardware and other equipment/furniture are not damaged by accidental spillage.

The computer laboratories will only be opened when a supervisor is present. Students must sign an undertaking on the use of college computers before access will be granted.

Any unauthorised use of the computers (or data/telephone points) or unauthorised installation or downloading of computer software including games and screensavers will lead to disciplinary action, including expulsion. Copyright infringements arising from unauthorised copying, installation or downloading of computer software may also lead to criminal charges being laid.

Facilities closely located to the College include public transport, numerous food outlets, supermarkets, post offices, banks, libraries, medical centres, and cinemas.

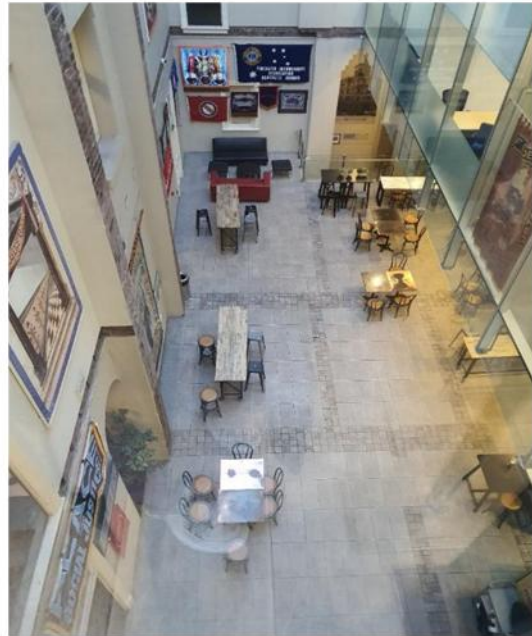
The College prides itself on having one of the campuses housed in a heritage building. The Goulburn Campus in Sydney is in the historical Trades Hall building featuring heritage architecture, important artifacts, documents, and memorabilia related to labour history, providing a glimpse into the struggles and achievements of workers over the years.

The Trades Hall is a historic trade union building built in 1895 as a meeting place for trade unionists and to develop literacy and education for the workers of NSW. It serves as the headquarters for various trade unions and has played a significant role in the labour movement in Australia.

Taking good care of the building and its fixtures is essential to preserve its historical integrity.

Heritage Building Guidelines

- No adhesives or affixing papers posters, or any materials directly on the walls, doors, or windows.
- Do not remove or avoid moving or rearranging any artifacts, documents, or memorabilia within the building. These items are carefully placed and preserved for historical and cultural significance.
- Treat the building and its contents with respect and care, ensuring not to cause any damage, scratches, or marks on surfaces.
- Follow the designated campus pathways (including entrances and exits) and avoid entering restricted areas or rooms.
- Refrain from eating, drinking, or smoking in areas where it is prohibited. Help maintain a clean and hygienic environment throughout the building.
- The ground floor common area in Goulburn Campus is NOT intended for use as a campus lounge or meeting space. It is strictly prohibited for students and staff to use the area as a hangout spot unless purchasing items from the coffee shop.



PAYMENT OF FEES AND REFUND POLICY

A binding contract is created between the student and the College when the student accepts the place offered by the College, signs the Student Agreement, and pays the fees indicated in the Offer Letter. The TOTAL FEES TO BE PAID IN ADVANCE (referred to in page 2 of the Offer Letter) is due before commencement of the course. The due date for subsequent payments is indicated in the Student Agreement under 'Payment Schedule'.

PROTECTION OF STUDENT FEES PAID IN ADVANCE

The College adheres to the rules and regulations set under the ESOS Act 2000 and associate legislation in particular, the ESOS Legislation Amendment (Tuition Protection Service and Other Measures) Act 2012.

REFUND POLICY AND PROCEDURE

This refund policy and procedure does not remove the student's right to take further action under Australia's consumer protection laws. In addition, the College's grievance resolution process does not inhibit the student's right to pursue other legal remedies.

1. Any request for refund must be forwarded in writing to the College via email to studentservices@academies.edu.au, addressed to the Student Support Officer.
2. Excluding situations mentioned in paragraph in the *Defaults by the College* section below, the College will pay the refunds within 4 weeks after receiving from the student the written request for a refund with all the completed relevant supporting documents. A statement explaining how the refund was calculated will be provided. Refunds will not be processed if supporting documentation is incomplete.
3. Where a refund is due, refund amount will be calculated as per the refund procedure.
4. Refunds will be paid to the student unless written authorisation is given by the student in favour of another party.

Student Default

A student is not eligible for a refund in the event of a student default. Situations of student default include the following:

- the student fails to pay an amount they were liable to pay the College, directly or indirectly, in order to undertake the course;
- the student breaches a condition of their student visa;
- the student fails to start the course on the agreed

start day or attend classes and fails to inform the College in writing;

- misbehaviour by the student; or
- the student withdraws from the course after the agreed start day.

Defaults by the College

Situations of the College in default include the following:

- the course does not start on the agreed starting day;
- the course ceases to be provided at any time after it starts but before it is completed;
- the course is not provided in full to the student because a sanction has been imposed on the registered provider by the authorities; or
- the student has not withdrawn before the default day.

In the unlikely event that the College is unable to deliver the course in full, the College will notify the Tuition Protection Service (TPS) Director and students within three (3) business days of the provider default and will have a period of fourteen (14) days to satisfy its tuition protection obligations in relation to an affected student.

The student will be offered a place in a suitable alternative course at the College or another provider, at no extra cost to the student, or will be provided with a refund of all unspent tuition fees. The refund will be paid to the student within two weeks of the day on which the course ceased being provided. The refund will be paid directly to the student or another person who has been authorised by the student in writing.

The student has the right to choose whether to receive a refund of the unspent tuition fees, or accept a place in another course at the College or at another provider.

If the College is unable to provide a refund or placement in an alternative course, or if it appears to the TPS Director that the College is unlikely to satisfy its tuition protection obligations, the student will have access to an on-line placement facility under the TPS. If a student requires any assistance with the placement process, a TPS Administrator or service provider will be available to help the student to place them in a suitable alternative course, or if this is not possible, they will be eligible for a refund as calculated by the TPS Director.

Visa Refusal

Where a visa application is refused before commencement of the course, the amount of the refund payable by the College is the sum of both tuition and non-tuition fees received by the College in respect of the student (the course fees), less a small amount to account for administrative costs that the College may have incurred in enrolling the student and undertaking other activities in preparation for

providing the course to the student.
The small amount of course fees that the College will retain on account of administrative costs is either:

- 5% of the amount of course fees received; or
- \$500; whichever is less.

Note: The student payment for the Overseas Student Health Cover is separately processed and refunded in full by the College's partner health insurance provider.

Where a visa application is refused after commencement of the course, the refund amount of the tuition fees paid in advance is calculated as follows:

Refund amount = weekly tuition fee x weeks in default period¹

In both circumstances, the student must show proof of refusal and evidence of payment to the College. However, the College is not required to provide a refund if the visa was refused for one or more of the following acts or omissions by the student that directly or indirectly caused the student to default:

- student's failure to start the course on the agreed starting day;
- the student's withdrawal from the course;
- the student's failure to pay an amount that they were liable to pay the College in order to undertake the course.

Withdrawal from Course of Study

The student must notify the College in writing of their request to withdraw from their course via email to studentservices@academies.edu.au, addressed to the Student Support Officer. The refund amount for course withdrawal will be calculated based on the date on the notification email, provided that all relevant documentation was received by the College, and will be calculated as indicated in the following tables:

Before commencement of course:

More than 4 weeks before course commencement	70% refund of tuition fees paid in advance
4 weeks or less before course commencement	50% refund of tuition fees paid in advance

After commencement of course*:

No refund of tuition fees paid in advance

* At least one full term's notice in writing is required of a student's intention to withdraw from a course. If less than one term's notice is given, in addition to the student receiving no refund of the course fees they have already paid, the student has an obligation to pay the following term's fees in lieu of the required

¹ This calculation method also applies to refunds of fees in the following circumstances: Provider default (s46A and 46D of the ESOS Act); and Student default where the provider has not entered

notice. No final documents will be issued until all outstanding fees are settled.

No Refunds

In the event of a withdrawal from the course, no refund will be given for the following payments:

- a. Administration Fees or any non-refundable fees such as Application Fee, unless specified otherwise.
- b. Fees used to purchase goods and services from other service providers (i.e. Material Fee, etc.) unless not provided to the student.

PAYMENT OF FEES

Fees Payable

Fees vary for different training programs. The determination of course fees are dependent on program duration, modality, requirements and commercial viability.

Reissuance of Certificates or Statement of Attainment and Transcript

Where a student has lost or misplaced an issued certificate or Statement of Attainment and transcript (final documents), the College will charge the Graduate a fee of \$50.00 per qualification to reprint/reissue the certificate or Statement of Attainment and transcript. Information relating to the reissuance of certificates can be found in the fees schedule under Section 5: Fees, Payment and Refund of the Student Agreement.

Payment of Fees

To ensure students are well informed of the financial considerations of their enrolment, the College provides fee information to each student prior to enrolment.

The College Schedule of Fees and Charges are explained by staff to students/employers on course application and prior to the payment of fees. The full schedule of fees and charges is made available through the Offer Letter and Student Agreement.

All course fees and charges are payable in Australian dollars in accordance with the current Fee Schedule. Fees may change, so students should confirm with the College prior to enrolment. Once enrolled in a course, the course fees will remain the same for the normal duration of that course. For international students, fees must be paid in advance before the electronic Confirmation of Enrolment (eCoE) is issued.

Protecting Fees Being Paid in Advance

The College acknowledges that it has a responsibility to protect the fees paid by students in advance of their training and assessment services being

into a written agreement with the student that meets the requirements of (s47B and 47E(1)(b)(i) of the ESOS Act).

delivered. To meet our responsibilities, the College deposits the initial tuition fees in the designated account prior to a student commencing the course. Upon commencement of the course, the monies received are then taken into the operational account.

Consequences for Failure to Pay Course/Enrolment Fees

Students must pay the fees by the payment schedule. Failure to pay fees by the due date may incur a financial penalty. The College reserves the right to charge, each month, an administration fee of \$10 plus a penalty fee computed at the rate of 1% per month on the amount outstanding from the day after the due date.

Students are reminded about when their fees are due. Email and SMS reminders are sent 21, 14 and 7 days before the fee is due for payment. In the event that students do not pay the fees on the due date, they will be sent an overdue notification by email and SMS the day after the due date. Three days after the due date, an 'Intention to Report' letter is sent to the student, advising of the College's intention to cancel their enrolment (eCoE) for non-payment of fees. Students then have 20 working days to appeal. Refer to the Appeals Process section for further details. If the student does not appeal, the eCoE is then cancelled.

The College may agree to reissue the eCoE to a student whose eCoE has been cancelled for non-payment of fees. There will be an administration charge of \$300 to be paid, in addition to outstanding fees and penalties.

The College reserves the right to take any or all of the following actions should a student not have paid their fees:

- bar access to computers, Student Management System and E-Learning;
- bar access to lessons;
- bar access to examinations;
- withhold transcripts, certificates and other documents;
- suspend or dismiss the student from the College;
- collect an administrative and interest fee on the amount outstanding; and
- pursue legal action to recover the debt.

If students continue to default on payment of fees, legal action may be taken to recover the debt. The College reserves the right to recover from the student the costs of any such action taken.

TRAINING DELIVERY

THE LEARNING ENVIRONMENT

The College has policies, procedures and information to help create a working and learning environment that is safe and healthy, culturally diverse, friendly and non-discriminatory.

ACADEMIC YEAR

The academic year is divided into four terms of 9 study weeks each. Generally, intakes are at the beginning of each term and midway through the term.

THE COURSES

The courses offered by the College include Training Packages and courses that are endorsed and accredited by the National VET Regulator and that are registered on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS). The training programmes comply with the Australian Qualifications Framework (AQF). The course content within our training programmes is relevant. Regular meetings are held to review progress and ensure that course content and delivery meet quality standards.

The courses offered:

- have been structured to suit the needs of students;
- assist students' employment goals and maximise their career potential;
- may be used for articulation into university degree courses (conditions apply); and
- are delivered by qualified trainers with practical field experience.

The courses offered fall within the major areas of:

- Accounting
- Community Services
- Management
- Marketing
- Information Technology
- Project Management
- Early Childhood Education and Care
- Hospitality Management

The course coordination includes:

- communication between the College administration, trainers and students in matters relating to courses run by the College;
- liaison with other educational bodies to monitor educational trends in training and methods of assessment; and
- recommendation of matters and priorities for inclusion in the staff training programme.

THE TRAINERS

The College seeks to employ trainers with the best mix of tertiary qualifications in their field of expertise, with industry experience where applicable. It is an objective of the College to recruit, develop and

reward staff who are committed to improving and educating students. The College employs staff from a diverse range of ethnic backgrounds.

COURSE DELIVERY METHODS

Course delivery methods include lectures, tutorials, individual tuition, project work, videos and other methods as appropriate to ensure that the students achieve the desired outcomes and competencies. Students have access to the course materials through E-Learning.

ATTENDANCE AT LESSONS

Although attendance is not required to be monitored, student attendance is recorded in the Student Management System.

In order to maximise the benefits of study and to achieve academic success, students are required to regularly attend their classes.

Any absence is to be supported with documentary evidence within 7 days of the student's return. For absences that are due to medical reasons, students are required to provide a medical certificate from a registered practitioner.

Any student wishing to take a leave of absence during the College terms must inform the College in advance. Please refer to the Deferring, suspending or cancelling student enrolment section in this handbook for further details.

The student must ensure that their leave of absence does not affect their academic progress and that their fees are paid up to date as required by College regulations. If the student does not follow the correct procedure for requesting a leave of absence, the College may determine that the student is a non-bona fide student and may choose to cancel the student's enrolment.

Only in extenuating circumstances would the student be permitted to take leave of absence that coincides with an assessment. (See the 'Conduct of Assessments' section in this Handbook.)

CLASSROOM CONDUCT

A mature attitude in respect to classroom conduct is expected of all students. Students are expected to be punctual for lessons.

Students are not allowed to bring unsealed food or drinks into any of the computer laboratories or any other classroom on College premises, or consume any food or drink in any such laboratory or classroom.

Mobile telephones must be switched off during class. Students may receive or make a telephone call only during a break.

SPECIAL LEARNING NEEDS

Students should advise the College of any special learning needs that they have. Where any particular learning needs are known, the College, if possible, designs or adapts training delivery, learning and assessment strategies to meet these needs.

HOMEWORK AND ASSIGNMENTS

The training provided includes assignments which students must complete and submit as part of the ongoing assessment of their training and progress. Failure to complete assignments will be recorded on the student's records and taken into consideration when final results are being reviewed.

RESOURCES

Resources for each subject will be available through the E-Learning. Students must ensure that they access to the material in E-Learning so that their academic progress is not jeopardised.

REFERENCE LIBRARY

All campuses are equipped with an internet for students to access online resources. College

campuses situated in the CBD or the regional area provide students easy access to off-campus libraries.

Armidale

The Armidale Campus is a 12-minute walk from the Armidale War Memorial Library.

Melbourne

The College is located close to the City Library on 253 Flinders Ln, Melbourne VIC 3000, which is just a 10-minute walk from the campus.

Perth

The College is located close to the State Library of Western Australia on 25 Francis Street, Perth WA 6000.

Sydney

The College is located close to the State Library on Macquarie Street and the City Library located adjacent to Town Hall Station, which is just a two-minute walk from the College.

ASSESSMENT INFORMATION FOR STUDENTS

Assessment is an extremely important part of the whole education process. The purpose of assessment is to evaluate what students have learned, how they are progressing and where any problems are. The College has flexible learning and assessment procedures.

Assessment is ongoing and may take both formal and informal forms. The more formal assessments are tests, projects, presentations, assignments, workplace demonstrations and examinations. The form that assessment takes will depend on the competency or outcome being assessed, course requirements and any special needs of the students.

The College's assessment policy should result in a process which:

- is clearly communicated;
- is fair to all students;
- leads to accurate measurement of student achievement;
- provides timely and meaningful feedback on student performance;
- complies with the assessment requirements of the particular subject curriculum; and
- records, reports and stores information accurately, reliably, confidentially and securely.

The College has a number of procedures and guidelines for trainers to follow to ensure that the features of this policy are achieved. All students are entitled to information about the assessment in each subject they are studying.

If a student has any questions about assessment, they should ask their trainer or the Course Coordinator in charge of the course.

SPECIAL NEEDS

If a student has any special needs in relation to assessment, preparing for assessment, or understanding the assessment plan, they should notify their trainer. They should also notify the College of this upon induction and should tell their trainer about this for the purposes of lesson or training delivery. The student needs to give the College sufficient notice. Ideally, the student should inform the trainer of these when joining the class and remind them two weeks before the particular assessment event.

Common special needs that may be catered for are:

- large type or brailled exam (for visually impaired);
- coloured paper (for some forms of dyslexia); and
- a scribe (amanuensis) for students with injured writing hands, etc.

Other needs where the student is requesting some advantage such as extra time and/or dictionaries may have to be assessed by the Course Coordinator, so the student should provide sufficient time and evidence for this request to be considered.

ASSIGNMENTS

Where assignments are required in any subject, it is the student's responsibility that such assignments be:

- set out in an acceptable format;
- the student's own work (except in group projects);
- copied on completion and the copy stored securely; and
- submitted on time and as the trainer instructed.

ACADEMIC INTEGRITY AND MISCONDUCT

Academic misconduct refers to inappropriate behaviours or action that damages the educational process which includes but is not limited to the following:

- Plagiarism: Using someone else's work or ideas without proper attribution.
- Cheating: Using unauthorised materials or help during exams or assignments.
- Contract Cheating: Outsourcing assessments to a third party.
- Fabrication: Falsifying data, research, or other academic work.
- Collusion: Unauthorised collaboration with others on assignments meant to be individual work.
- Unauthorised or inappropriate use of Artificial Intelligence (AI) or similar technology tools

Everyone is encouraged to report academic misconduct. Investigation will be conducted, and sanctions or penalties will be applied.

First Offence

If the offence is minor and unintentional, the Course Coordinator issues a warning letter and suggests one of the following penalties depending on the severity of the misconduct:

- Resubmit the task with no more than 50% of the mark will be awarded if the student/s satisfied the task requirements.
- Resubmit the task on a new topic with no more than 50% of the mark will be awarded.
- If the re-submission deadline (within two weeks) is met and the task satisfies the requirements, the trainer/assessor should mark the task and award no more than 50% of the total mark of the task. If the student did not meet the deadline, the student would receive a zero mark for the task.

If the offense is severe, the Course Coordinator issues a warning letter to the student, and an opportunity to resubmit and the student will receive either a pass or fail for the resubmitted assessment. If the student did not meet the deadline, the student would receive a zero mark for the task.

Second Offence

If the student repeats the act of academic misconduct and the student did not appeal, the trainer/assessor

provides evidence to the Course Coordinator. If the student admits the offence or if the result of the investigation determines the student committed the offence, the student will receive a second warning letter and a zero mark in the assessment.

If the student did not admit academic misconduct or disagreed with the decision, they can appeal within five (5) working days of being notified of the penalty decision, using the Academic Misconduct Appeal process. The Course Coordinator then forwards the results of the investigation to the General Manager, Vocational (International).

Third Offence

If the student repeats the academic misconduct for the third time, the relevant trainer/assessor provides the evidence, and the Course Coordinator forwards the results of the investigation to the General Manager, Vocational (International) to make a decision.

If the student admits to the offence or if the result of the investigation determines the student committed the offence, the General Manager, Vocational (International) issues the final warning letter to the student and will receive fail for the whole subject.

If the student disagrees with the decision, they can appeal within five (5) working days of being notified about the penalty decision using the Academic Misconduct Appeal process. The Course Coordinator then forwards the results of the investigation and the appeal to the General Manager, Vocational (International) to make a decision.

Appeals on the Outcome of Academic Misconduct Case

If the student believes that their work has not been plagiarised or that they have not committed academic misconduct, an Appeal must be lodged in writing through Student Services within 20 working days of being notified about the decision. The student must provide supporting evidence to substantiate the case and is entitled to bring an advocate.

The student's Appeal Application will be forwarded to the General Manager, Vocational (International). The General Manager, Vocational (International) will make a decision based on the supporting evidence of the misconduct and the Appeal Application. The student will be notified by Student Services with the outcome within 10 days of the Appeal Applications.

If the student is still not satisfied with the outcome, they can access the external appeal with the Commonwealth Ombudsman (CO). Refer to the College's Complaints and Appeals Policy and Procedure for further information.

ASSESSMENTS

Assessment in most subjects involves assignments and examinations. More information about the conduct of such assessments is found in the next section of the Handbook.

LANGUAGE, LITERACY, NUMERACY AND DIGITAL LITERACY (LLND)

Support is available to provide students with advice and assistance with LLND in order to provide them with as much opportunity as possible to complete their assessment requirements.

The College is committed to:

- promoting the LLND Policy to Students at initial enquiry and before the training course commences;
- advising students of the availability of available support services for those with LLND problems;
- ensuring trainers and assessors can identify students with LLND problems and can implement appropriate strategies to assist them with their learning;
- ensuring that LLND issues are considered during development of training courses and assessment tools; and
- fostering links with professional organisations for the referral of students with LLND problems.

Course Coordinators & Trainers Responsibility

All Course Coordinators and Trainers have the responsibility to:

- promote the College LLND Policy to Students at initial enquiry and before the training course commences and of the availability of confidential support services if they have LLND problems;
- identify students' LLND skill level;
- provide students with as much opportunity as possible to learn given their current LLND skill levels;
- refer students to professional organisations specialising in LLND skills, where required; and
- escalate any LLND problems to the Designated Head (VET) for final approval on strategy.

Needs Identification

The College endeavours to establish students LLND needs, prior to course commencement, however, should a student's LLND needs not be identified until the course has commenced, the College analyses these needs and provides a strategy for assistance.

Where it is not possible to meet the students LLND needs, the College will refer the participant to a professional organisation specialising in LLND for further assistance.

CONDUCT OF ASSESSMENTS

GENERAL RULES

Unless the assessor directs students otherwise, the rules that shall apply to all formal examinations and assessments are as follows:

- the student must present their Student ID card to be eligible to sit the assessment/examination;
- it is the responsibility of each student to be on time for exams;
- students must carry out the directions of the assessor;
- no student may leave assessment/examination room in the first or last half hour;
- no student shall be readmitted to an assessment room unless they sought permission and were under supervision for the entire time of their absence;
- students shall not behave in a disorderly or disruptive manner or in any way disrupt or disadvantage other students;
- students are not permitted to talk to any other student upon entering or while they are in the assessment room;
- students, upon taking their seat, must not get up or move without the permission of a supervisor;
- if students wish to speak to a supervisor, they should raise their hand and wait for the supervisor to come to them. They should then speak to the supervisor in a way that will not disrupt any students near them;
- students may not bring any food, drink, cigarettes or chewing gum into the assessment room; and
- a student shall not, during the period of the assessment, use or attempt to use any material, information or equipment unless it is specified on the assessment paper.

WHAT STUDENTS SHOULD DO

To maximise their performance in assessments all students should:

- be prepared for the assessment (i.e. have studied the topics being assessed, brought all the required equipment and material along and arrive at least 10 minutes before the assessment);
- advise their assessor immediately if there is any factor which will affect their performance in the assessment or if they have any special need;
- read the instructions on the exam and complete all the identification details;
- write legibly; and
- ensure that their fees are paid up according to the College guidelines before sitting assessments.

The College reserves the right to bar a student from taking assessments or to withhold results if there are fees outstanding.

COMPETENCY BASED ASSESSMENT

Each assessment component is recorded as either Competent (C), Not Yet Competent (NYC), and Not Yet Attempted (NYA). NYA indicates that the student has not yet attempted the unit or has not yet completed all the assessment requirements. A student can only achieve competence when all assessment components listed under Purpose of the assessment section are Satisfactory. Trainers will provide students with feedback after the completion of each assessment. A student who is assessed as NYC is eligible for re-assessment.

Once the student has been deemed Competent (C), the student will also be given one of the following grades for their performance:

Grade	Description
HD	High Distinction, mark range 85-100
D	Distinction, mark range 75-84
C	Credit, mark range 65-74
P	Pass, mark range 50-64

Once the student has been deemed Not Yet Competent (NYC), the student will also be given one of the following grades for their performance:

Grade	Description
F	Fail, mark range 0-49

FAILURE TO ATTEMPT AN ASSESSMENT

Students who do not attempt an assessment without a valid reason will receive a zero mark and not complete the competencies that assessment was assessing.

However, the College understands that there may be valid reasons why a student did not attempt an assessment. Students may apply for an alternative assessment or special consideration if, because of illness or other circumstances (not work-related) beyond their control, they:

- miss a formal assessment;
- attend an assessment but are forced to leave before the allocated time has expired;
- finish an assessment, but believe that their performance was affected; and
- have difficulty in completing an assessment.

To be considered, the students must:

- inform the College as soon as is practicable and no later than two working days after the assessment; or
- inform the supervisor at the time if they attempted any part of the assessment; and provide external independent evidence of the illness or misadventure in the form of a doctor's certificate from a registered medical practitioner or a Police Report or any other documentation that will support their application.

ASSESSMENT AND GRADINGS

In addition to performance in assessments, other factors taken into consideration include class participation and a positive attitude demonstrated by a sense of co-operation, tact, enthusiasm and flexibility, all of which are encouraged by the College.

ACADEMIC MISCONDUCT

Students who do not attempt an assessment will receive a zero mark and in the case of competency-based assessment, not to complete the competencies that assessment was assessing.

Students who do not follow the directions of an assessor or supervisor may be guilty of academic misconduct and face severe penalties including failing a subject and, in very serious cases, expulsion.

USE OF ARTIFICIAL INTELLIGENCE (AI) IN ASSESSMENT

To ensure a consistent and transparent approach to the use of Artificial Intelligence (AI) in assessments, the College adopts the AI Assessment Scale (AIAS).

The AIAS defines permitted levels of AI use to support academic integrity, ensure authenticity of student work, and maintain valid assessment decisions in line with the Rules of Evidence.

Students will have to declare the level of AI used for each assessment. Please refer to [AI Assessment Scale \(AIAS\)](#) for details on the five levels.

LATE ASSESSMENT SUBMISSION

Results for late assessment submissions will be reduced by 10% of the awarded mark per week. Assessments will not be accepted after two (2) weeks of the due date. No assessment will be accepted after week 9. After week 9, the student will be deemed to have failed the subject. Students who have compelling reasons for late submission should apply for an extension in advance or as soon as practicable.

RE-ENROLMENT

Students are allowed to re-enrol once upon failing a subject if:

- the student has failed an assessment for the first time;
- the student has failed due to partial submission of assessment; or
- the student has not satisfactorily completed a part of an element of the subject.

DEFERRED ASSESSMENT

The Course Coordinator will have the discretion to accept or reject an application for Special Consideration for a deferred assessment. Special Consideration for a deferred assessment will be considered if the student has been affected substantially by illness or other extenuating causes that prevented the student from preparing for all or part of a component of assessment.

REASSESSMENT

It is inevitable that some students will not meet the requirements of the assessment evidence and will be judged as Not-Yet-Competent. The College's approach to these situations is to work with the student in order to address deficiencies and to build their skill and knowledge in preparation for additional assessment. This will be undertaken within the scheduled training plan or may be completed under alternative arrangements agreed between the student and the assessor. The students are allowed to resubmit assessments a maximum of three (3) times for each subject.

In some rare circumstances, students may find it difficult to develop the necessary skills and knowledge within the constraints of the scheduled training plan. When this occurs, arrangements may be agreed to allow the student to undertake additional learning in their own time and return for additional assessment at a time suitable for the College. This may be during a period of reduced training activity or at a time when planned assessments are occurring and it is convenient to facilitate the additional assessment to the student.

As a general guide, assessors are to make alternative arrangements to provide opportunities for assessment within the constraints of available time and resources. In some cases, after alternative arrangements have been exhausted, it will be suitable to find a student as Not-Yet-Competent and record this result with their statement of attainment.

Reassessment fees are as follows:

- Assessment Task/ Activity: \$100
- Exceptions apply to certain qualifications or assessment types.

An email will be sent by the respective trainer to inform the student of the details of the reassessment using the Reassessment email template. This email will also be copied into the Student Management System (Paradigm). Student Services staff will notify the student on the outcome of the reassessment.

Students in their final academic term, who have encountered failed subjects, shall be granted a designated reassessment period of four (4) weeks, commencing from the date of publication of the final term's results. During this timeframe, students are expected to coordinate with the Course Coordinator to arrange and fulfill the mutually agreed intervention plan.

All the results must be updated on the Student Management System (Paradigm) within 14 days of assessment submission.

After the reassessment period, students may have the opportunity to re-enrol in failed subjects, depending on subject availability and approval from the Course Coordinator. To be considered for re-enrolment, student must have a valid visa with study entitlements, be onshore, and must attend in-person

consultation with the Course Coordinator. Fee for re-enrolment is \$500 per subject. Different fees and conditions apply to students who need to apply for visa extension. Refer to *Extension of Course and Study Load* for more details.

APPEALS AGAINST ASSESSMENT OUTCOMES

Please refer to Appeals Process section in this handbook.

ADMINISTRATIVE MATTERS

CHANGE OF PERSONAL DETAILS

Students must inform the College, in the manner stated in the following paragraph, as soon as practicable but not later than 7 days following the change, of any change in the following information:

- Name
- Address
- Mobile/landline telephone number(s)
- Email address
- Visa status
- Emergency contact details

The changes to personal information referred to above must be made on the Student Management System (Paradigm).

Students must review all their personal details on Paradigm each term via a prompt in the system.

These are information that the Department of Home Affairs requires the College to keep.

Both the Department of Home Affairs and the College need your current address and contact details in order to provide you with information.

USE OF PERSONAL INFORMATION

Student information may be shared between the College and relevant regulatory authorities. This information includes personal details, course enrolment details and the circumstances of any suspected breach of student visa conditions.

TRANSCRIPTS AND CERTIFICATES

Students must have a valid Unique Student Identifier (USI) Number and have successfully completed a qualification to be issued with a certificate stating the qualification that they have attained. They will also receive a transcript of all the subjects and the grades that they obtained and, where relevant, units of competency they have completed.

For vocational courses, students who do not successfully complete a qualification will be issued with a Statement of Attainment, listing the units of competency that they have attained.

Students who wish to obtain an interim transcript may do so by paying an administrative charge of \$25.

STUDENT ID CARDS

All students are required to carry their Student ID card on their person so that they may be easily identified while on College premises. This helps the College to maintain a safe working environment.

Students who cannot produce their Student ID cards may be:

- denied access to lessons and assessments/examinations;
- denied access to computers; and
- removed from the College premises.

Students who lose their Student ID cards must have them replaced. An administrative charge of \$20 will be charged.

COPY CARDS

Students wishing to copy or print information on College copiers/printers must buy a 'Copy Card' from Student Services.

EMAIL

The College provides each student with an email address. Students are required to check their email regularly for messages from the College.

The email address consists of the student studentnumber@student.academies.edu.au e.g. 200422560@student.academies.edu.au

Accessing the emails:

Go to the following link:

- mail.google.com/a/student.academies.edu.au
- Login: **Username** = Your Student Number
Password = Student1234 (students will be required to **change password during the initial log-in**)

USE OF THE COLLEGE-PROVIDED EMAIL ADDRESS

Students are required to regularly monitor their College-provided email address for official College communications. They are also responsible for backing up any necessary data before completing or discontinuing their course. Access to the College-provided email and systems will be terminated shortly after the course's completion. The College is not liable for any data loss that may occur after this period. Student email addresses will be deleted three months after course completion.

Students are prohibited from using the College-provided email address for:

- Unsolicited commercial or advertising material
- Material that could harass, bully, or threaten others
- Material that could be considered obscene, defamatory, discriminatory, or offensive, or likely to cause distress to others
- Personal, illegal, political, or terrorist-related emails

STUDENT OFFICE 365 ACCOUNT

All students are provided with Office 365 account. Students are required to log into their accounts to use Office 365 applications, including Word, Excel, PowerPoint, Outlook, OneNote, and more. To access these apps on college computers in labs, student lounges, libraries, and classrooms follow your account information.

How to log in to your Office 365 account:

1. **Username:** student email
studentnumber@student.academies.edu.au

2. **Password:** Student1234
3. Students will be required to **change password during the initial log-in**
4. Getting Started
5. To begin using Microsoft Office 365 and to learn more about its features, please visit:
<https://academies.edu.au/students/software/>

If you have any questions or need assistance, please do not hesitate to contact our IT support team at helpdesk@academies.edu.au

ACCESS, EQUITY AND DIVERSITY POLICY

GENERAL GUIDELINES

All individuals will be treated with respect and dignity, fostering an inclusive and supportive environment. To uphold this, the College:

- asserts that staff and students have the right to work, study, and interact in an environment free from discrimination, harassment, and victimisation.
- applies zero tolerance towards discrimination, harassment, or victimisation. Complaints are addressed through formal investigation, conciliation, or informal resolution, all underpinned by principles of natural justice.
- ensures its publications and official documents use inclusive and non-discriminatory language to foster respect and inclusion.

Equal Opportunity Legislation

The College abides by the Equal Opportunity Legislation of each State that protects those involved in the training system. This legislation makes discrimination and harassment in the provision of education, employment and the provision of goods and services unlawful.

Equity and Access

The College is committed to providing support services and equal access opportunities for students with a disability, in accordance with the provisions of the Disability Discrimination Act (1992).

The College shall always respect a student's right to privacy and confidentiality in relation to their disability and be sensitive to their needs. Students with a disability are required to have the ability to fulfil the core requirements of the course and satisfactorily complete competencies/learning outcomes of the course to attain the relevant award. However, it is recognised that flexibility in arrangements may need to be implemented. Such arrangements may be negotiated with the Academic Head (VET or Higher Education) and the student prior to enrolment.

The College ensures that student admission and staff recruitment processes are fair, transparent, and non-discriminatory. Selection is based on clear, objective criteria, and safeguards are in place to ensure that individuals, including those with disabilities, are not disadvantaged. For more information see the Student Selection and Admission Procedure.

The College does not discriminate against, or favour target groups in the recruitment of students or staff.

Target groups are defined as:

- Aboriginal and Torres Strait Islanders
- People with disabilities
- People from culturally and linguistically diverse backgrounds, including those

from non-English speaking backgrounds

- People in transition and other special groups (i.e. people re-entering the workforce, long-term unemployed, sole parents, people with low literacy, language or numeracy skills, and those who have been institutionalised)
- Women
- People from regionally isolated communities
- LGBTQIA individuals, where appropriate and relevant to support inclusion.

Inclusive Practices and Reasonable Adjustment

The College acknowledges that the diverse needs of its staff and students are best supported through inclusive practices and, where appropriate, the provision of reasonable adjustments. It is committed to removing barriers by making reasonable adjustments to policies, procedures, or practices to accommodate the needs of individuals with disabilities.

Where practicable and reasonable, the College will consider and implement reasonable adjustments to educational arrangements for students with special needs and employment arrangements for staff to ensure equitable access and participation.

Students are encouraged to disclose their needs prior to enrolment or as early as possible once the course start to academic staff to allow timely planning and implementation of appropriate support. All requests will be assessed on a case-by-case basis and adjustments will be implemented provided they do not impose unjustifiable hardship on the College. The Academic Head will decide on the required adjustments. For those adjustments that may involve significant costs, the Academic Head will refer them to the CEO who will consider the request in light of the potential benefits to people with and without disabilities.

First Nations Cultural Safety

The College recognises the importance of fostering a culturally safe learning environment for Aboriginal and Torres Strait Islander students. The College respects the cultures, histories, and contributions of First Nations peoples and is committed to supporting their participation and success in education and training.

The College promotes cultural safety by:

- fostering respect and awareness of Aboriginal and Torres Strait Islander cultures and perspectives;
- ensuring that staff and students interact in a culturally respectful and inclusive manner;
- supporting Aboriginal and Torres Strait Islander students to access learning

- opportunities and support services; and
- ensuring that policies, procedures, and learning environments promote inclusion and equity for First Nations peoples.

Zero Tolerance on Religious Vilification

The College is committed to maintaining a respectful and inclusive environment and does not tolerate religious discrimination or vilification. Religious vilification refers to public acts that incite hatred, serious contempt, or severe ridicule towards a person or group because of their religious belief, affiliation, or lack of religious belief.

Religious vilification may include:

- communications visible or audible to the public (e.g., online posts, printed materials, broadcasts);
- displaying symbols, signs, clothing, or messages that promote hostility based on religion; or
- distributing material that encourages hatred or ridicule of individuals or groups because of their religion.

The College explicitly condemns all forms of religious intolerance and vilification. Any such behaviour will be addressed through the College's complaints and grievance procedures and may be referred to appropriate authorities where it involves threats or incitement to violence.

Support for Students from non-English speaking backgrounds

A substantial proportion of the College's students come from a non-English speaking background. The College tries to recruit trainers with experience in teaching students coming from diverse backgrounds.

Gender Equality Strategy

Academies Australasia Group Limited's (ultimately beneficial owner of the College) objective is to have a diverse and skilled workforce and a work environment that values and utilises the contributions of employees from diverse backgrounds, skills, experiences and perspectives. Another objective is to have an equal balance of male and female employees (excluding academic staff), and at least 30% of the Board and senior group executives being female.

Each year, the numbers are assessed against these targets. Academies Australasia Group Limited is compliant with the Workplace Gender Equality Act.

In line with this objective, the College aims to provide a working and learning environment conducive to active participation by women. In particular, the College has:

- women who hold senior positions as leaders in the College and on the College management team. They

- provide strong models for women students and staff;
- a strict anti-harassment policy, and by education and information, a friendly working and learning environment which is harassment and discrimination free;
- provided a flexible timetable which allows women with other commitments to access education; and
- required trainers not to use examples which portray women in a caricatured, disadvantaged or less powerful position or occupation.

Disabilities strategy

The College complies with the regulations covering physical access. Wheelchair access is available to the College.

Equality in Student Selection

The College is committed to ensuring that student selection processes are fair and equitable and are consistent with competency level and Training Package requirements. The College ensures that applicants who do not meet entry requirements are advised of pre-entry training they may take to meet eligibility criteria.

Selection into our programs is based upon the applicant student:

- meeting required entry requirements including minimum level of English language proficiency, educational qualifications or work experience.
- meeting required industry age requirements that may be in place for a particular course.
- has or can access to particular equipment or requirements pertaining to their mode of study.
- has the physical industry requirements that may be required for a particular course.

Equality in Student Enrolment

The College is committed to the enrolment of students when there is a capacity to deliver the course for which the student is enrolling, and where the student has:

- applied in the prescribed manner.
- met the selection requirements for the relevant course.
- supplied accurate personal and previous qualification information.
- agreed to abide by the College's policies, procedures and code of conduct.
- paid the prescribed fees.

Training and Assessment

The College is committed in broadening its student profile by supporting the participation of individuals from underrepresented or disadvantaged groups, ensuring equitable opportunities for academic

success regardless of background. The College believes that access to education and training should be available to all on an equitable basis, recognising the potential for education to enhance life opportunities, provide personal and professional fulfilment, and contribute positively to society as a whole.

The College is committed to the creation of a working and learning environment which caters for the culturally diverse society in which we live. The College supports laws and policies which eliminate discrimination and harassment and promote fair treatment for all.

The College recognises the need to:

- identify and remove structural barriers to access and equity in education and training; and
- where possible, encourage the customisation of training delivery which suits the needs of all students and is sensitive to cultural differences.

To achieve this, the College:

- includes Access, Equity and Diversity Policies in the Student and Staff Handbooks;
- takes these policies into account when recruiting, developing and promoting staff;
- requires staff to be aware of and enforce these policies, particularly with its strong focus on international students;
- encourages staff to take these policies into account in delivering training and assessment; and
- provides Recognition of Prior Learning (including assessing overseas qualifications and courses) and flexible timetabling, allowing greater participation by minorities and disadvantaged groups.

Monitoring and Continuous Improvement

The College is committed to evidence-based decision-making and continuous improvement of its access, equity and diversity practices through ongoing monitoring and evaluation.

The implementation and continuous improvement of this Access, Equity and Diversity Policy are overseen by the Group Compliance Manager, in collaboration with Heads of Department, Student Services Managers, and Academic Managers.

To support this commitment the College collects and analyses data on student participation, progression, and completion, in accordance with its Quality and Auditing Policy. This data is used to inform decisions related to admissions, student support services, and teaching and learning policies, to continuously improve equity, access, and student outcomes across all cohorts.

PRIVACY POLICY

As a registered training organisation (RTO), the College collects the student's personal information to process and manage their enrolment in a VET course.

Under the **Privacy Act** the College is not allowed to give an individual's information to any other person except for administration purposes and as required by law. The student's personal information protected by the Privacy Act includes the student's name, address, and phone number, timetable and academic results.

HOW INFORMATION IS COLLECTED

The type of information collected and held by the College includes: personally identifiable information, including sensitive information, about students (and guardians, where a student is under 18 years of age) before, during and after the completion of training. Consent for student information is gained at application via the application and enrolment form.

Information may include:

- Student Name
- Current and previous address details
- Contact information
- Date of birth
- Gender
- Driver's License or other identification details
- Assessment results
- Passport information
- Relevant Visa (if applicable)
- File notes
- Records of previous training and qualifications
- Fee payment information, such as credit card details
- AVETMISS data
- Disability and special needs
- USI

Students are required to declare that they understood the College's use of personal information in the student agreement prior to enrolment.

Generally, information is provided to the College by the individuals themselves. Individuals provide personal information over the phone, in person, online, via email and by completing various forms, including:

- General Course Enquiry (via the College website or email)
- Online Enquiry (via the College website or email)
- Application for Enrolment Form (may also include Visa data if applicable)
- Application for Recognition of Prior Learning
- Application for Credit Transfer
- Student Request Form
- Assessment Task Submission
- Unit Assessment Record
- Working with Children Check (if applicable)
- National Police Check (if applicable)

In some situations, information could be provided to the College by a third party. Examples may include other Colleges and Education Agents.

HOW WE HOLD INFORMATION

Depending on the circumstances, we may hold individuals' information in either hardcopy or electronic form, or both. Our student database is held in either hardcopy or electronic format.

HOW INFORMATION IS USED

The College only uses information for its intended purpose. We use the student's personal information to enable us to deliver vocational education and training (VET) courses to the students, and otherwise, as needed, to comply with our obligations as an RTO. This includes the following:

- for data reporting, such as:
 - the annual AVETMISS data collection;
 - Quality indicator reporting (RTOs are required to collect and report their performance against the learner questionnaire and competency completion quality indicators to the Australian Skills Quality Authority);
- for internal purposes such as assessments policies, procedures and processes, risk management, program and assessment validation and moderation and staff training; and
- to identify and inform individuals of transitioning of training packages or qualifications in which they may be enrolled.

STUDENT IDENTIFIER

Students who enrol in the College's course are required to submit their USI. The USI is also used when issuing Statements of Attainment and Certificates.

ASSESSMENT TASK SUBMISSION AND EXAMINATION

Upon submission of assessment tasks or when taking an exam, students must indicate their name and student number as identification. Students are provided with a student number upon acceptance of their enrolment. In cases where students misplace their student number, they can request this information from Student Services. The College will ask for evidence of identity before distribution of this information.

DISCLOSURE (SHARING)

Information collected or held by the College will only be disclosed to third parties after written consent has been obtained by the individual or where required by law. This may include:

- the individual's authorised representative or legal advisors;
- Government and Statutory Authorities where required by law; or
- National VET Regulator auditing purposes.

The College will make all reasonable effort to secure and protect confidential information from unlawful disclosure. No personally identifiable information will be disclosed by the College without the consent of the individual(s) concerned.

The College is required by law (under the National Vocational Education and Training Regulator Act 2011 (Cth) (NVETR Act)) to disclose the personal information we collect about a student to the National VET Data Collection kept by the National Centre for Vocational Education Research Ltd (NCVER). The NCVER is responsible for collecting, managing, analysing and communicating research and statistics about the Australian VET sector.

We are also authorised by law (under the NVETR Act) to disclose student's personal information to the relevant state or territory training authority.

HOW THE NCVER AND OTHER BODIES HANDLE YOUR PERSONAL INFORMATION

The NCVER will collect, hold, use and disclose the student's personal information in accordance with the law, including the Privacy Act 1988 (Cth) (Privacy Act) and the NVETR Act. The student's personal information may be used and disclosed by NCVER for purposes that include populating authenticated VET transcripts; administration of VET; facilitation of statistics and research relating to education, including surveys and data linkage; and understanding the VET market.

The NCVER is authorised to disclose information to the Australian Government Department of Education, Department of Employment and Workplace Relations, Commonwealth authorities, State and Territory authorities (other than registered training organisations) that deal with matters relating to VET and VET regulators for the purposes of those bodies, including to enable:

- administration of VET, including program administration, regulation, monitoring and evaluation;
- facilitation of statistics and research relating to education, including surveys and data linkage; and
- understanding how the VET market operates, for policy, workforce planning and consumer information.

The NCVER may also disclose personal information to persons engaged by NCVER to conduct research on NCVER's behalf.

The NCVER does not intend to disclose a student's personal information to any overseas recipients.

For more information about how the NCVER will handle your personal information please refer to the NCVER's Privacy Policy at www.ncver.edu.au/privacy

If a student would like to seek access to or correct their information, in the first instance, they must contact the College.

Department of Employment and Workplace Relations is authorised by law, including the Privacy Act and the NVETR Act, to collect, use and disclose a student's personal information to fulfil specified functions and activities. For more information about how the Department of Employment and Workplace Relations will handle your personal information, please refer to the Department of Employment and Workplace Relations VET Privacy Notice at <https://www.dewr.gov.au/national-vet-data/vet-privacy-notice>

SURVEYS

Students may receive a student survey which may be run by a government department or an NCVER employee, agent, third-party contractor or another authorised agency. Students may opt out of the survey at the time of being contacted.

CONTACT INFORMATION

At any time, student may contact the College by sending an email via info@academies.edu.au to:

- request access to their personal information;
- correct their personal information;
- make a complaint about how their personal information has been handled; or
- ask a question about this Privacy policy and procedure.

ACCESS AND REQUESTS FOR INFORMATION CORRECTION

Individuals may request access to the personal information held and may also make requests to correct personal information if it is not accurate, up-to-date or complete. To protect the privacy of our students and the privacy of others, the College allows students to change their personal information in the Student Management System.

In rare circumstances, and only where it is permitted under the Privacy Act 1988 (Cth), we may not be able to provide individuals with access to information; for example, where it will have an unreasonable impact

upon the privacy of others, where it relates to legal proceedings between us through which the information would not otherwise be available, where it would be prejudicial to negotiations, where we are required by law to withhold the information or where it would reveal information relating to our commercially sensitive decision making processes. If we are unable to provide individuals with access, we will provide an explanation in writing within five (5) working days.

COMPLAINTS

Individuals may make a complaint about how their personal information is handled, without incurring a fee (refer to the contact details below for access to these services).

There are three (3) stages in the complaint-handling process:

1. the complaint is made directly to the College in the first instance;
2. the complaint may be taken to a recognised external dispute resolutions scheme (if applicable); and lastly
3. the complaint may be taken to the Office of the Australian Information Commissioner (OAIC).

Individuals can contact the College by phone or email, or by dropping into our office or sending a request or complaint to the address below. The College undertakes to respond to the complainant within ten (10) working days. If the request or complaint takes longer to resolve, the College provides individuals with a date by which they can expect a response.

Contact Information

Phone +61 2 9224 5500
Email info@academies.edu.au
Website www.academies.edu.au

Sydney

Address Level 6, 505 George Street, Sydney,
NSW 2000
Level 2, 4-10 Goulburn Street,
Sydney NSW 2000

Armidale

Address 89 Faulkner Street, Armidale, NSW
2350

Melbourne

Address Level 7, 628 Bourke Street,
Melbourne, VIC 3000

Perth

Address Level 1, 120 Roe Street,
Northbridge, WA, 6003

PROTECTING PERSONAL INFORMATION

To help protect the privacy of data and personal information that the College collects and retains, the College uses physical, technical and administrative safeguards. We update and test our security technology on an ongoing basis.

All employees undergo privacy training that emphasises the importance of confidentiality and the maintenance of student/employer privacy and security of personal information. Access to personal information is restricted to employees who need it to provide benefits or services to students, also refer to the 'How information is used' section of this policy.

WEBSITE

The College website may contain links to other websites. Please be aware that the College is not responsible for the privacy practices of such other sites. If individuals go to other websites, the College advises caution and to read the related site's privacy policy.

DIRECT MARKETING

The College practices ethical direct marketing. Where the College is permitted to use or disclose personal information for the purpose of direct marketing, it must always: allow an individual to request not to receive direct marketing communications (also known as 'opting out') and comply with that request. The College will, on request, provide its source for an individual's personal information, unless it is impracticable or unreasonable to do so.

DATA BREACHES

Security is a basic element of information privacy. In Australia, this principle is reflected in the Privacy Act 1988 and the Privacy Amendment (Enhancing Privacy Protection) Act 2012. The College takes reasonable steps to protect the personal information held from misuse and loss and from unauthorised access, modification or disclosure.

Depending on the circumstances, those reasonable steps may include the implementation of a data breach procedures; notification of the individuals who are or may be affected by a data breach; and notification to the OAIC, may also be a reasonable step.

Appropriate security safeguards for personal information need to be considered across a range of areas. This includes maintaining physical security, computer and network security, communications security and personnel security. To meet information security obligations, the College undertakes the following activities:

- A privacy impact assessment, which evaluates, in a systemic way, the impact that a project (including a full range of activities and initiatives that may have privacy implications) might have on the privacy of individuals.
- Privacy impact assessments are conducted in the planning and development stages of the project, and when changes to the project are being considered.

- Policy development, which reviews and updates the policy that implements measures, practices and procedures to reduce the identified risks to information security.
- Staff training, which trains staff and managers in security and fraud awareness, practices and procedures and codes of conduct.
- A responsible person or position. The Executive Director is the designated position within the organisation to deal with data breaches. This position has responsibility for establishing policy and procedures, training staff, coordinating reviews and audits and investigating and responding to breaches.

WORK HEALTH AND SAFETY INFORMATION

We prioritise the health and safety of our students. The following general guidelines apply to all students across Australia:

- Familiarise yourself with the basic principles of Work Health and Safety (WHS).
- Report any safety concerns or hazards promptly to the campus designated contacts.

RIGHTS AND RESPONSIBILITIES

As a student, you have the right to a safe and healthy learning environment. Likewise, you are responsible for:

- Adhering to safety guidelines and protocols.
- Reporting any accidents or incidents immediately.

While there is a national framework for Work Health and Safety (WHS) in Australia, each state and territory has its own legislation and regulatory authorities governing workplace safety.

The purpose of the Work Health and Safety (WHS) Act is to ensure the health, safety and welfare of all persons at work. The Act protects all persons including visitors, customers and contractors. WHS is the shared responsibility of all management and staff within an organisation. To be effective, WHS requires the active participation of both staff and management.

GENERAL HEALTH AND SAFETY

- Students and staff should avoid whenever possible, or otherwise carry out carefully and correctly, any lifting.
- They should not leave items/cords or obstructions in walkways or passageways.
- They should wear footwear appropriate for the activities that they expect to undertake.

HAZARD CONTROL AND REPORTING

Anyone who sees a potential or existing hazard should:

- take action to signal or warn of the hazard to those who may be near;
- report the hazard to Student Services who will arrange any further control of the hazard required and record it in the Critical Incident Reporting and Investigation forms and Critical Incident Register; and
- assess if they can safely remove or reduce the hazard themselves without undertaking any unnecessary risks.

INCIDENT/ACCIDENT REPORTING

The College recognises the duty of care owed to its students and that planning for the management of a critical incident is essential.

A critical incident is defined as '*a traumatic event, or the threat of such (within or outside Australia), which causes extreme stress, fear or injury*'.

The College has in place efficient, sensitive and supportive strategies for dealing with a critical incident and provides support to members of staff, students and others in the community who are involved.

If the incident is on the College premises, the first action will be to contact the emergency services - fire, ambulance or police – as would be the case with other WHS matters. The Managing Director must also be contacted immediately when the incident involves death, serious injury or a threat to life or property.

If the critical incident involves a student or staff member and is off-campus, the person receiving the information must immediately contact the Managing Director or person nominated by them, who will communicate with other staff as appropriate.

All accidents and injuries must be reported to Student Services and entered in the Critical Incident Reporting and Investigation forms and Critical Incident Register. The aim of the reporting system is to prevent accidents from recurring by identifying the problem or hazard.

FIRST AID

A First Aid kit is readily available at the Student Services office/reception. Additionally, each level of our campus(es) is equipped with its own First Aid kit, ensuring quick access to essential medical supplies in case of emergencies. All injuries requiring first aid must be reported, treated and recorded in the Critical Incident Reporting and Investigation forms and Critical Incident Register.

The College is not permitted to administer medication to any student.

The campus(es) are surrounded by conveniently located medical centres and a pharmacies.

EMERGENCY PROCEDURES

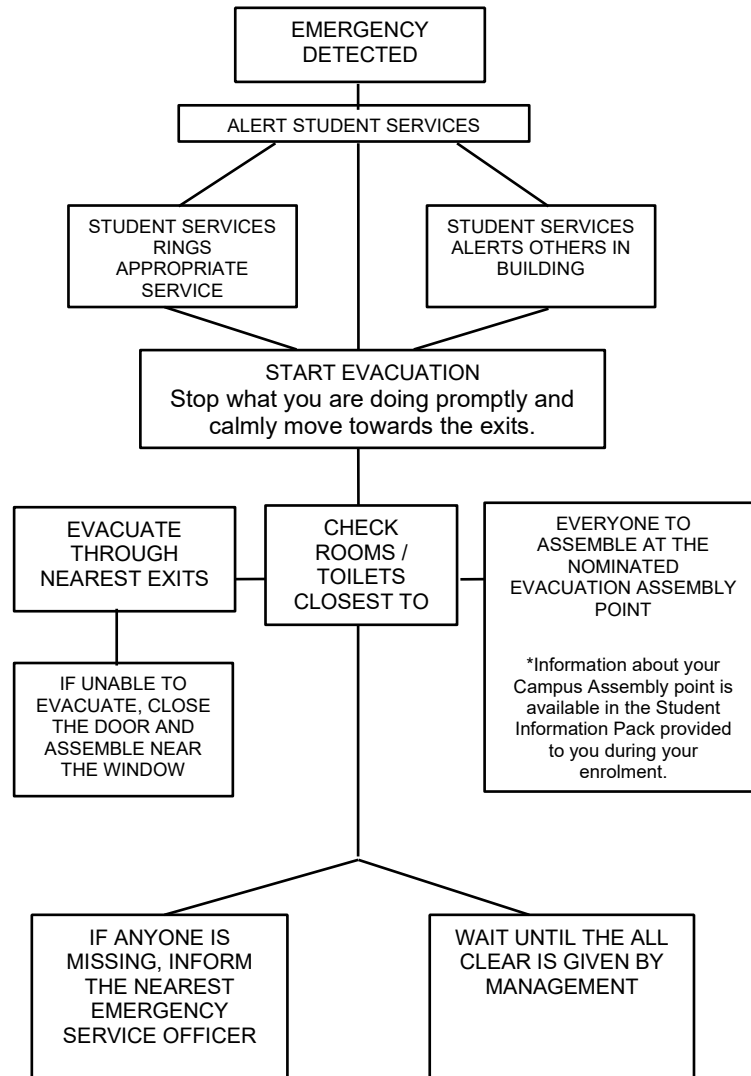
In the Event of Fire

1. Raise the alarm – contact the Fire Brigade (000).
2. Alert other occupants.
3. Notify the Chief Warden of the Building and the Managing Director's and/or Student Services Office.
4. Evacuate the immediate area.
5. Assemble as directed by the floor wardens and trainers.
6. When instructed, evacuate the building.

Evacuation

1. Move to the Floor Assembly Point as directed by floor wardens and trainers.

Evacuation Flowchart



2. When instructed to evacuate, leave by the Fire Stairs/Exits. **DO NOT USE LIFTS.**
3. Move quietly and calmly to the Assembly Area.
4. Await instructions.

Building Alarms and Other Emergencies

If the building fire alarm rings or if you are advised that there is an emergency in the building:

1. Stay calm.
2. Follow the directions of floor wardens and trainers.
3. Follow the evacuation procedure if required.

*The Student Information Pack sent to you during the enrolment contains important details about the College, including campus evacuation plans and other essential information for students. If you are unable to access these information, please contact the Student Services team.

LAWS THAT ALL STUDENTS AND STAFF SHOULD KNOW

The purpose of the **Work Health and Safety (WHS) Act** is to ensure the health, safety and welfare of all persons at work. The Act protects all persons including visitors, customers and contractors. The Act prescribes certain standards that are intended to maintain a safe working environment.

The following laws: **New South Wales Anti-Discrimination Act 1977, Western Australia Anti-Discrimination Act, Federal Sex Discrimination Act 1984 and Race Discrimination Act 1975** prohibit discrimination against a person or group of people on the grounds of:

- race, colour, ethnic or ethno-religious background, descent or national identity;
- sex;
- pregnancy or potential pregnancy;
- marital status;
- family responsibilities;
- disability (physical and intellectual);
- homosexuality or transgender; and
- age.

The **Crimes Act in Australia** and related legislation prohibits many types of behaviour including harassment. Harassment is generally defined as behaviour which is unwelcome and threatening. Examples of a number of behaviours which are illegal are:

- graffiti;
- indecent exposure;
- obscene phone calls and letters;
- offensive behaviour;
- physical threats or intimidation;
- stalking (i.e., following a person, or continually trying to contact a person who has indicated that this is unwelcome); and
- sexual harassment.

Sexual Harassment is a particular type of harassment that is prohibited by law. It is a basic right of all people in Australia to have a workplace and learning environment free of sex discrimination and sexual harassment. The following types of behaviour are illegal:

- suggestive behaviour;
- sexual staring or leering;
- sexual or smutty jokes and sexual comments;
- sexually offensive gestures;
- sexually explicit or offensive material that is displayed publicly or put in your workplace or belongings;
- sexual propositions (such as continually asking someone out, phoning or asking for sexual favours) that are not welcomed; and
- sexual or physical contact, that is not welcomed such as touching, slapping, kissing or pinching.

Under Australian law, including the *Racial Discrimination Act 1975 (Cth)* and applicable state or territory legislation, it is unlawful to vilify or spread hatred of a person or group of people on the basis of

their race, ethnicity, nationality and cultural background

It is not permissible to:

- make jokes;
- write graffiti;
- abuse or threaten;
- display racist slogans;
- distribute racist literature or materials; or
- incite or encourage violence

about or against a person or group of people because of their race.

Equal Employment Opportunity (EEO) is about fair practices in the workplace, management decisions being made without bias, recognition of and respect for the social and cultural backgrounds of all staff and customers.

EEO means that all people have the right to be considered for any job for which they are skilled and qualified, and that they will be judged for the job on the basis of merit. EEO aims to redress past disadvantage by improving employment outcomes for disadvantaged groups by programs and policies which increase the capacity of these groups to compete for employment opportunities on merit.

The **Education Services for Overseas Students (Registration of Providers and Financial Regulations) Act 2000 (ESOS Act)** states that only registered providers may provide courses to overseas students. The Act is administered by the Department of Education. Education providers wishing to offer courses to overseas students must comply with the ESOS Act and the relevant regulations.

Under the provisions of the ESOS Act, to recruit, enrol and teach overseas students, all private providers must:

- be registered on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) in respect of each course that can be offered to overseas students;
- ensure that ethical practices are observed in the recruitment of overseas students;
- enrol overseas students in accordance with correct procedures; and
- comply with the financial requirements of the ESOS Act. This means that the College must adhere to all legislative requirements relating to the Tuition Protection Service (TPS) which is a single mechanism to place students when the College fails to meet its obligation, or as a last resort, to provide refunds of unexpended prepaid tuition fees.

The **National Vocational Education and Training Regulator Act 2011** has established a national regulator, the Australian Skills Quality Authority (ASQA), to regulate the vocational education and training (VET) sector in Australia.

ASQA's functions include:

- registering training providers as 'registered training organisations' (RTOs);
- recommending RTOs as CRICOS providers that can enrol international students;
- accrediting vocational education and training (VET) courses; and
- ensuring that RTOs comply with the conditions and standards for registration, including by carrying out compliance audits.

ASQA undertakes its role by assessing relevant organisations against the conditions of registration found in the **National Vocational Education and Training Regulator Act 2011** (in Part 2, Division 1, sections 21–30).

One of the core conditions of registration is that RTOs comply with the requirements set out in the VET Quality Framework.

The VET Quality Framework comprises:

- the Standards for Registered Training Organisations (RTOs) 2025;
- the Fit and Proper Person Requirements;
- the Financial Viability Risk Assessment Requirements;
- the Data Provision Requirements; and
- the Australian Qualifications Framework.

Under the **Copyright Act 1968**, a copyright owner is entitled to take legal action against a person who infringes their copyright. Unless permitted either under the statutory licences contained in the Copyright Act or under the CAL licence, any

unauthorised copying of a work in which copyright exists may infringe the copyright in that work.

The Copyright Act defines 'fair dealing' for the purpose of research or study as follows:

- students may copy up to 10% of a work for research or study;
- if a work is divided into chapters, students may copy in excess of 10% of a work provided it contains the whole or part of only a single chapter of that work; and
- students may copy one or more articles in each issue of a newspaper, periodical or magazine (unless otherwise prohibited) relating to the same subject matter. However, they may not copy another article from the same issue of a newspaper, periodical or magazine if the other article is on a different subject matter.

Students must not copy any software licensed to the College or install or download unauthorised software applications or games or any other programs on College computers.

Infringement of the Copyright Act can expose individuals to fines of up to \$50,000 together with possible terms of imprisonment and claims for civil damage. These fines are in addition to any disciplinary action that the College may take, which may include expulsion.

IMPORTANT RESOURCES AND CONTACTS

EMERGENCY

Dial **Triple Zero (000)** for **emergency** services requiring ambulance, fire brigade and/or police. Visit triplezero.gov.au for more information about emergency management and other emergency contacts.

Student Services contact:

Contact Name	Email	Telephone
Student Services	studentservices@academies.edu.au	+61 2 9224 5500

Federal Resources and General Support:

Contact Name	Services	Contact Details
Australian Consumer Law	Learn about your consumer rights and how the Australian Consumer Law can provide you with safeguards as a consumer.	consumer.gov.au
Australian Human Rights Commission	An independent agency that promotes and protects human rights in Australia. It works to address discrimination and advocate for a fair and inclusive society.	humanrights.gov.au
Australian Taxation Office	Arrange Tax File Number. Learn about tax and super as well as income and deductions.	ato.gov.au
Commonwealth Ombudsman	An independent agency that can assist in resolving complaints including complaints from international students who are currently studying, previously studied, or are planning to study with private education providers on a student visa.	ombudsman.gov.au 1300 362 072
Department of Home Affairs Fair Work Ombudsman	Visa enquiries and issues Provides information and assistance about workplace rights and responsibilities.	homeaffairs.gov.au fairwork.gov.au
Healthdirect	Public health information services.	healthdirect.gov.au 1800 022 222
IDP	Information about study options, applications and student visas.	idp.com/australia
Pregnancy Help Australia	Provides a safe space to discuss needs, worries or concerns about pregnancy.	pregnancyhelpaustralia.org.au 1300 139 313
Study Australia	Official Australian Government source of information for prospective and current international students, and their families providing practical and reliable information about studying and living in Australia.	studyaustralia.gov.au
Translating and Interpreting Service (TIS National)	Interpreting services provided by the Department of Home Affairs.	tisnational.gov.au

Wellbeing Support

1800Respect	Provides support to people impacted by domestic, family or sexual violence. Services available 24/7.	1800respect.org.au 1800 737 732
Alcohol Drug Information Service (ADIS)	Provides support, information, counselling and referral services to individuals having issues with alcohol or other drugs.	health.nsw.gov.au 1800 250 015
Black Dog Institute	A resource for information, clinical research and helpful contacts to help those with mood disorders such as depression, anxiety and bipolar disorder.	https://www.blackdoginstitute.org.au/
Beyond Blue	Free counselling services for individuals having anxiety, depression or suicidal thoughts.	beyondblue.org.au 1300 22 4636
Head to Health	Help to find the right digital mental health resources for your needs	https://www.headtohealth.gov.au/
Head Space	Helping you understand and work through life's challenges	https://headspace.org.au/
Kids Helpline	Web Chat and email counselling available	https://kidshelpline.com.au/ counsellor@kidshelpline.com.au 1800 55 1800

Mental Health First Aid	Complete a course to support mental health first aid skills and this will allow individuals to support someone developing a mental health problem or experiencing a mental health crisis	https://mhfa.com.au/
Mental Health Helpline		https://www.health.nsw.gov.au/mentalhealth/Pages/mental-health-line.aspx 1800 011 511
Mindspot	A site that supports your emotional wellbeing, complete an online assessment and select a course that will support any symptoms of stress, worry, anxiety, low mood and depression. You will learn proven skills to manage emotional wellbeing and improve quality of life	https://www.mindspot.org.au/
MoodGym	An interactive self-help book which helps you to learn and practise skills which can help to prevent and manage symptoms of depression and anxiety	https://moodgym.com.au/
Lifeline	Provides 24/7 crisis support to individuals feeling overwhelmed or having difficulty coping or staying safe.	lifeline.org.au 13 11 14
SilverCloud Health	Free digital mental health support	https://honeysuckle.silvercloudhealth.com/signup/honeysucklenuw/support/ https://thehappinesstrap.com/
The Happiness Trap	An 8 week program that helps to build genuine happiness from the inside out	https://thiswayup.org.au/
The Way Up	This Way Up courses – take control of wellbeing, these courses have been clinically proven to help	

State Resources and Support:

Sydney (NSW)

City of Sydney	Information on all the services, facilities, and events in the city centre and the surrounding suburbs.	cityofsydney.nsw.gov.au
GambleAware	Managing problems with gambling.	gambleaware.nsw.gov.au
Legal Aid	Provides free legal services.	legalaid.nsw.gov.au
NSW Police	Provides police assistance including reporting criminal activities.	police.nsw.gov.au 131 444
Poison Information Centre	Call this number if you think someone has taken an overdose, made an error with medicine or been poisoned.	poisonsinfo.nsw.gov.au 13 11 26
Service NSW	NSW Government Services including driving and transport.	service.nsw.gov.au
Study NSW	Study NSW leads the NSW Government's support for international students and the international education sector partnering with businesses and communities to support international students.	study.nsw.gov.au
Transport NSW	Information about trip planning, travel alerts, tickets and opals.	transportnsw.info

Perth (Western Australia)

Legal Aid WA	Provides free legal services.	legalaid.wa.gov.au
Department of Transport	Driver and vehicle licensing	transport.wa.gov.au
WA Poisons Information Centre	Provides management advice in cases of suspected poisoning and known poisonings.	scgh.health.wa.gov.au 13 11 26
Western Australia Police Force	Provides police assistance including reporting criminal activities.	police.wa.gov.au 131 444

Melbourne (Victoria)

Centre for Culture Ethnicity Health	Improving the health and wellbeing of people from migrant and refugee	https://www.ceh.org.au/
Nurse-in-call	Contact Nurse-on-Call if you want to speak to someone over the phone, or need advice on whether you should seek further medical help. Help is available 24 hours a day, 7 days a week.	1300 60 60 24
Partners in Wellbeing	Free support and advice to improve your mental health and wellbeing	https://partnersinwellbeing.org.au/ 1300 375 330
Service Victoria	Victorian Government Services including driving and transport.	service.vic.gov.au
SuicideLine Victoria	SuicideLine Victoria is a 24/7 telehealth service that offers free professional phone and online counselling for people living in Victoria.	https://suicideline.org.au/ 1300 651 251
Urgent Care Clinics	Urgent Care Clinics help Victorians to get urgent care faster and keep our busy emergency departments free	https://www.betterhealth.vic.gov.au/urgent-care-clinics

	for those who need emergency care for life-threatening conditions.	
Victoria Legal Aid	Provides free legal services.	legalaid.vic.gov.au
Victorian Poisons Information Centre	Call this number if you think someone has taken an overdose, made an error with medicine or been poisoned.	austin.org.au/poisons 13 11 26
Victoria Police	Provides police assistance including reporting criminal activities.	police.vic.gov.au 131 444