

	PARADE COLLEGE RTO DIVISION
Compliance with Legislation Policy	

Parade College – RTO Division will comply with relevant Commonwealth and State legislation and regulatory requirements that relate to operating as a Registered Training Organisation (RTO) in the Vocational Education and Training (VET) sector.

Legislative Overview

The following legislation is applicable across all RTO operations. Legislation, regulations, codes relevant to specific courses are detailed in the respective Training and Assessment Strategy.

Standards for Registered Training Organisations 2015 (Commonwealth)

The purpose of the standards is to describe the requirements that Parade College – RTO Division must meet in order to be an RTO in Australia; to ensure that training delivered by Parade College – RTO Division meets industry requirements and ensures Parade College – RTO Division operates ethically.

Parade College – RTO Division will seek to comply with the requirements of the Standards through implementation of robust and ethical business and operational management systems and programs, which are learner centered and industry focused.

National Vocational Education and Training Regulator Act 2011 (Commonwealth)

This Act underpins the vocational and education training sector at a national level. In particular the Act describes processes for the registration and ongoing registration of RTOs and ensuring RTO compliance with the VET Quality Framework.

Privacy Act 1988 (Commonwealth), Australian Privacy Principles and Privacy Amendment (Enhancing Privacy Protection) Act 2012 (Commonwealth), Victorian Government VET Student Enrolment Privacy Notice and National VET Data Policy.

These Acts, Policy and Principles underpin Parade College’s approach to privacy and ensures the organisation meets its legal and ethical requirements in regard to the collection, storage and disclosure of personal information it holds in regard to its student population, staff, other clients and interactions with external organisations.

Work Health and Safety Act 2011 (Commonwealth), Occupational Health and Safety Act 2004 (Victoria) and Occupational Health and Safety Regulations 2017 (Victoria)

Parade College recognises the importance of providing a safe and healthy environment for staff, students, contractors, and visitors during their participation in work and training activities with the organisation.

Parade College aspires for excellence in health and safety and is committed to providing an environment which is free from risks and conducive to the productivity and efficiency needs of its staff, students and others. For specific details refer to the Health and Safety Policy.

Student Identifiers Act 2014 (Commonwealth)

Parade College recognises its obligations under the Act and will collect, verify, and report on the Unique Student Identifier (USI) of each student enrolled in nationally recognised VET qualifications, accredited courses and units of competency.

Copyright Act 1968 (Commonwealth)

Parade College recognises its obligations under the Act and will maintain licence agreements for any external material utilised within its operations and where appropriate acknowledge the original source of external material.

The Worker Screening Act 2020

The Working With Children Act 2005 (Victoria) was repealed and replaced by The Worker Screening Act 2020 in February 2021.

Parade College will comply with the Act by ensuring that all members of the management team, trainers and assessors, and administrative staff who interact with persons under the age of 18 years have current Working With Children checks and/or police checks.

Sex Discrimination Act 1984 (Commonwealth); Racial Discrimination Act 1975 (Commonwealth); Disability Discrimination Act 1992 (Commonwealth) and Equal Opportunity Act 2010 (Victoria).

Parade College recognises and values the individual differences of its students, staff and industry stakeholders and within the spirit of the legislation promotes an inclusive training environment and recognises that diversity is an opportunity to enrich and extend opportunities for all.

For more detailed information, please refer to the Access, Equity, and Anti-Discrimination Policy

Education Services for Overseas Students Act 2000 and Education Services for Overseas Students (Exempt Courses) Instrument 2021

Parade College does not enrol overseas students on study visas, and is not a CRICOS provider. A legislative instrument that came into effect on 29 June 2021 now exempts certain courses from the Education Services for Overseas Students Act 2000 (ESOS Act). This means that these supplementary courses can be offered to overseas students without being registered on the CRICOS. RTOs can offer various courses listed on this legislative instrument to students holding student visas (including a later version of, or a unit superseding the units) as per the Education Services for Overseas Students (Exempt Courses) Instrument 2021. For example, but not limited to:

- CPCWHS1001 Prepare to work safely in the construction industry.
- HLTAID011 Provide First Aid.
- HLTAID009 Provide cardiopulmonary resuscitation.

Child safety:

Child Wellbeing and Safety Act 2005 (Vic): The Child Wellbeing and Safety Act 2005 establishes a comprehensive structure for fostering favorable results for children and delineates a set of principles that serve as the foundation for creating and delivering services.

Child Safe Standards

- Replaces MO 870: Implemented on 1st July 2022
- Introduces the implementation of new Child Safety Standards.
- One of the main objectives of the order is to ensure school will act to:
- Embed a culture of ‘no tolerance’ for child abuse and
- Complying with the Child Safe Standards
- Moving from 8 to 11 Child Safety Standards
- Under MO 1359 Child Safety includes:
 - “Matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to suspicions, incidents, disclosures or allegations of child abuse” (Ministerial Order 1359, Definitions)
 - Child abuse refers to incidents of or risk that concern physical, sexual, psychological, and emotional harm, neglect, grooming and exposure to family violence, regardless of by whom or to whom this harm may occur. Greater emphasis on bullying and its effects on the victim.

Dissemination of information

Staff will be informed of legislative requirements via an initial induction process and Trainer Information Booklet, students will be informed of relevant legislation via the Student Information Booklet.

Maintaining currency

Legislation is to be reviewed annually by the Executive Officer – RTO Division or delegate, and on an as needs basis when the organisation is made aware of changes to legislation.

Any changes/updates are to be communicated to stakeholders including trainers and assessors who need to remain abreast of legislative changes; and training, learning and assessment materials amended accordingly.