

Aboriginal and Torres Strait Islander Education Policy

Policy Category	Academic		
Document Owner	Dean		
Responsible Officer	Dean		
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Related Documents	<i>Academic Progression Policy Academic Progression Procedure Admissions Policy Admissions Procedure Discrimination, Bullying and Harassment Prevention Policy Equity and Diversity Framework Student Support Framework</i>		
Version	Authorised by	Approved	Effective Date
1.1	Academic Board	9/07/2018	9/07/2018

1. Context

This Policy supports Waratah Institute's (the 'Institute') commitment to equity and access to students in all its activities.

Waratah Institute, at least in the short term, is a small institution with a primary focus on attracting international students, especially those articulating from other relevant courses in the Australian College of Business Intelligence network. It is unlikely, therefore, that the Institute will have many Aboriginal and Torres Strait Islander (ATSI) students enrolled. However, in line with the Institute's commitment to equity and access in all its activities, its policy is to ensure that no student is disadvantaged on the basis of race or any other grounds.

2. Definitions

Aboriginal and/or Torres Strait Islander (ATSI): any person who is of Aboriginal and/or Torres Strait Islander descent, identifies as an Aboriginal and/or Torres Strait Islander, and is recognised by the Indigenous community in which they live as an Aboriginal and/or Torres Strait Islander (based on the definition of Aboriginal and/or Torres Strait Islander that has been adopted by the Commonwealth of Australia for administrative purposes).

Affiliate: any person appointed or engaged by the Institute to perform duties or functions for the institution other than students and staff, and including members of advisory committees and governing bodies, contractors, consultants, and agency staff.

3. Scope

This Policy applies to Waratah Institute's students, staff and affiliates.

4. Policy principles

The key principles informing this Policy are:

- *shared responsibility for implementation of this Policy;*

- *commitment to an environment that is welcoming, respectful, non-discriminatory and free of harassment for Aboriginal and Torres Strait Islander people;*
- *commitment to the achievement of educational opportunities for Aboriginal and Torres Strait Islander Australians that are at least equal to those of other enrolled or prospective students; and*
- *commitment to equity for Aboriginal and Torres Strait Islander peoples; and*
- *expectation for all Institute staff to be flexible and innovative in developing and delivering appropriate and effective educational programs and services for Aboriginal and Torres Strait Islander students.*

5. Policy details

Special consideration for entry into Waratah Institute programs is given to Aboriginal and Torres Strait Islander peoples (refer to the Institute's *Admissions Policy*, which can be accessed from the Institute's website, for more information).

Waratah Institute will provide the opportunity to identify as Aboriginal and Torres Strait Islander at the time of enrolment.

De-identified ATSI student data will be separately reported in all analysis of retention, progression and completion statistics. Where applicable, this de-identified data will also be separately identified in all regular and specific course reviews. Refer to the Institute's *Academic Progression Procedure* for more information on the monitoring of student progression by cohorts and associated reporting to the Academic Board.

The data will be used to inform the development of improved academic and support strategies for ATSI students and a consequent improvement in outcomes. Refer to the Institute's *Student Support Framework* for more information on measures taken by the Institute to support its students.

1. Breaches

If a staff member is found to be in breach of this Policy, she or he may be subject to disciplinary action in accordance with the *Staff Code of Conduct and Misconduct Procedure*, which can be accessed from the Waratah Institute's website.

2. Appeals

Appeals concerning any decision taken in relation to this Policy should be made under the *Staff Complaints and Appeals Policy*, which can be accessed from the Waratah Institute's website.

6. References

Higher Education Standards Framework (Threshold Standards) 2015 – Part A, Standards 2.2

7. Acknowledgements

In developing this Policy, Waratah Institute acknowledges:

- *TEQSA Guidance Note: Diversity and Equity.*

Document History:

Version	Date	Author	Reason	Sections
0.1		Julian de Meyrick	First draft	All
1.0	12/07/2018	Julien Marechal	Amended as per the Academic Board's comments at 9/07/18 meeting	All
1.1	10/12/2019	Stephen Andrews	Amended to reflect new trading name 'Waratah Institute'.	All