

# Aboriginal and Torres Strait Islander (ATSI) Education and Support Policy



Institute of Health &  
Management Pty. Ltd.

ABN: 19 155 760 437  
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CRICOS Code: 03407G

[www.ihm.edu.au](http://www.ihm.edu.au)



## SECTION 1

### Purpose

1. The purpose of this policy is to set out guidelines for ensuring, providing and promoting non-discriminatory, inclusive practices and processes to provide equal opportunities for Aboriginal and Torres Strait Islander (ATSI) people.
2. The Institute of Health & Management (IHM) acknowledges the traditional owners of this land, their ancestors, and elders; and is committed to reconciliation among all Australians.
3. IHM supports the concept of equal opportunity and is committed to providing all staff, students and prospective students with a working and learning environment which values diversity, respects differences and provides an environment that is safe, healthy, positive, supportive, and free from all forms of harassment, bullying and discrimination.

### Scope

4. This policy applies to all IHM staff and students.

### Definitions

5. The following definitions have their meaning as spelt out below:
  - a) **Aboriginal and Torres Strait Islander cultural competence and capabilities** - The student and staff knowledge and understanding of Aboriginal and Torres Strait Islander Peoples' cultures, histories, contemporary realities and protocols, and proficiency to engage and work effectively in Aboriginal and Torres Strait Islander Peoples' contexts and expectations
  - b) **Aboriginal and Torres Strait Islander Peoples** - Any person who is of Aboriginal and/or Torres Strait Islander descent; identifies as an Aboriginal and/or Torres Strait Islander; and is accepted by the Aboriginal and Torres Strait Islander community in which they live as an Aboriginal and/or Torres Strait Islander
  - c) **Aboriginal and Torres Strait Islander Peoples' Education** - The training and educational opportunities and outcomes for Aboriginal and Torres Strait Islander Peoples; and the opportunity for all IHM students to gain knowledge about Aboriginal and Torres Strait Islander cultures, histories, contemporary realities and protocols
  - d) **Aboriginal and Torres Strait Islander Perspectives** - The Aboriginal and Torres Strait Islander Peoples' worldviews, histories, cultures, law and lore, values, beliefs, languages, lifestyles, and roles
  - e) **Student** - Any student admitted and undertaking an IHM course.

### Suite documents

6. Policy is linked to the following policies, procedures and associated information:
  - a) IHM Scholarship for Aboriginal and Torres Strait Islander Education and Support Guidelines
  - b) Reconciliation Action Plan
  - c) See Associated Information listed in the 'Related Internal Documents' in Section 3 below.

## SECTION 2

### Policy

### Policy Statement

7. All staff and contractors employed or engaged by IHM are obliged to comply with this policy.
8. The policy has been developed and implemented to support and provide clear instruction and guidance for Aboriginal and Torres Strait Islander students and IHM staff about matters pertaining to Aboriginal and Torres Strait Islander people.
9. This policy relates to the provision of all training and support services offered to Aboriginal and Torres Strait Islanders and procedures and approaches that ensure that IHM courses and programs are responsive to the diverse needs of all Aboriginal and Torres Strait Islander current and prospective students.
10. IHM is committed to:
  - a) establishing, building, and strengthening relationships with Aboriginal and Torres Strait Islander people and communities.
  - b) providing, in partnership with Aboriginal and Torres Strait Islander people and communities, education and training which promotes quality teaching, is engaging, and is culturally appropriate and relevant.
  - c) promoting education and training as a lifelong pursuit to ensure Aboriginal and Torres Strait Islander people are better equipped to secure meaningful and rewarding employment and to lead healthy, fulfilling, and successful lives.
  - d) educating students and staff with the opportunity to understand the history of Indigenous Australians.
  - e) promoting representation from Aboriginal and/or Torres Strait Islander background in all IHM Committees, Student Council, course delivery and administration areas.
  - f) ensuring that staff are provided with on-going opportunities to access Aboriginal and Torres Strait Islander cultural education through professional learning and career development opportunities.
  - g) assisting students develop deeper understandings of Aboriginal and Torres Strait Islander histories, cultures, languages, and perspective.

### Commitment

11. IHM is committed to providing an environment of support and care for Aboriginal and Torres Strait Islander students that is conducive to cultural understanding and sensitivity.
12. Where a student identifies as an Aboriginal and/or Torres Strait Islander person during enrolment or orientation it is recorded in the Student Management System and the relevant Course Coordinator is notified.
13. The Course Coordinator is responsible for ensuring that the student is offered the opportunity to contact IHM's Aboriginal and Torres Strait Islander Education and Support Committee should they wish to.

### Learning and Teaching

14. All Aboriginal and Torres Strait Islander students and staff are to be offered support to participate in the learning and teaching activities.
15. IHM may provide support services, or arrangement for services, for Aboriginal and Torres Strait Islander current and prospective students as well as staff members.
16. To ensure that all learning and teaching materials are inclusive of student needs, IHM considers the cultural diversity and the needs of Aboriginal and Torres Strait Islander Peoples.
17. Appointments concerning such matters can be arranged via the student self-service portal.

18. IHM provides socio-economic, cultural, and academic support to achieve parity in the access, participation, retention, completion, and success of Aboriginal and Torres Strait Islander students.

### **Cultural competences and capabilities for all students and staff**

19. IHM promotes understanding and appreciation of Aboriginal and Torres Strait Islander traditional and contemporary perspectives, knowledge, spirituality, skills, values and culture across the Institute.
20. IHM assists Aboriginal and Torres Strait Islander students to develop positive identities that are supported by their knowledge of, and pride in, their own cultural heritage and academic, technological and social skills.
21. IHM graduates will be able to demonstrate cultural capability and have the skills and knowledge to provide genuinely competent services to Aboriginal and Torres Strait Islander Peoples.

### **Discrimination, harassment or victimisation**

22. IHM supports the rights of Aboriginal and Torres Strait Islander students and endeavours, wherever possible, to protect them from discrimination, harassment, bullying or victimisation.

### **Marketing**

23. All IHM marketing material is to include a statement to indicate that Aboriginal and Torres Strait Islanders are welcome to apply to all courses.

### **Recording and Reporting**

24. All documentation and records of meetings, support and resources are to be maintained in the student management system.

## **SECTION 3**

### **Associated information**

<b>Related Internal Documents</b>	<p>Bullying and Harassment Policy</p> <p>Bullying and Harassment Procedure</p> <p>IHM Scholarship for Aboriginal and Torres Strait Islander Education and Support Guidelines</p> <p>Reconciliation Action Plan</p> <p>Sexual Assault and Sexual Harassment</p> <p>Sexual Assault and Sexual Harassment Procedure</p> <p>Student Complaint and Appeals Policy</p> <p>Student Complaint and Appeals Procedure</p> <p>Student Support Services Policy</p> <p>Student Support Services Procedure</p>
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<b>Related Legislation, Standards, and Codes</b>	Anti-discrimination Act 1997. <a href="#">NSW Legislation</a> Age Discrimination Act 2004. <a href="#">Federal Register of Legislation</a> Disability Discrimination Act 1992 (including Disability Standards for Education). <a href="#">Federal Register of Legislation</a> Disability Discrimination Act 2005. <a href="#">Australian Human Rights Commission</a> Racial Discrimination Act 1975. <a href="#">Federal Register of Legislation</a> Sex Discrimination Act 1984. <a href="#">Federal Register of Legislation</a> Aboriginal Education. <a href="#">A NSW Government Education</a> TEQSA Guidance Note: <a href="#">Diversity and Equity (2017)</a>
<b>Date Approved</b>	27.01.2021 (Approved by the Aboriginal and Torres Strait Islander Education and Support Committee)
<b>Date Endorsed</b>	
<b>Date of Effect</b>	28.01.2021
<b>Date of Next Review</b>	01.01.2024
<b>Approval Authority</b>	Academic Board and Board of Directors
<b>Responsibility for implementation</b>	Academic Dean and Human Resources Manager
<b>Document Custodian</b>	Academic Dean
<b>PinPoint Doc ID</b>	IHM-ATSIESP1

## Change history

<b>Version Control</b>	Version 1	
<b>Change Summary</b>	Date	Short description of the change, incl version number, changes, who considered, approved etc
	02/08/2021	New Policy