

<b>Document title:</b>		Aboriginal and Torres Strait Islander Education Policy
<b>Approving authority:</b>		Board of Directors
<b>Related policies:</b>		Total Quality Management Policy Assessment and Learning Materials Policy Corporate Social Responsibility (CSR) Policy Environmental, Social, and Governance (ESG) Policy Respectful and Inclusive Workplace Policy Access and Inclusion Policy for Students Access and Inclusion Reasonable Adjustments Policy Language, Literacy, and Numeracy (LLN) Support Policy Student Support Services Policy
<b>Next review:</b>		01/06/2026
<b>Version</b>	<b>Release date</b>	<b>Comment</b>
V1.0	01/06/2023	Initial release

### 1. Purpose

This policy outlines the commitment of ITAC to provide an inclusive and supportive educational environment for Aboriginal and Torres Strait Islander students and staff. It highlights the strategies and actions we implement to ensure equitable access to education, foster cultural awareness and understanding, and promote the engagement and success of Aboriginal and Torres Strait Islander students.

### 2. Scope

This policy applies to all aspects of ITAC's operations, including course development, teaching and learning practices, student support services, staff development, and community engagement.

### 3. Cultural Competency and Awareness

ITAC is committed to promoting cultural competency and awareness among all staff and students. We provide opportunities for staff and students to engage in cultural awareness training and incorporate Aboriginal and Torres Strait Islander perspectives into our curriculum.

### 4. Curriculum Development

We work closely with Aboriginal and Torres Strait Islander communities to develop culturally appropriate course materials that reflect First Nations peoples' diverse experiences, histories, and

cultures. This includes incorporating Indigenous knowledge, perspectives, and examples in our teaching and learning materials.

### **5. Student Support Services**

We offer tailored support services for Aboriginal and Torres Strait Islander students, including academic and personal support, mentoring, and access to cultural resources. We also work with students to identify suitable placements and assist them in securing employment opportunities.

### **6. Staff Development**

ITAC is committed to the professional development of our staff in relation to Aboriginal and Torres Strait Islander education. We provide opportunities for staff to engage in cultural awareness training and collaborate with Indigenous educators and community members to enhance their teaching practice.

### **7. Community Engagement**

We actively engage with Aboriginal and Torres Strait Islander communities and organizations to build strong partnerships that support the educational aspirations of First Nations students. We work collaboratively with these partners to develop and implement strategies that promote the success and well-being of our Aboriginal and Torres Strait Islander students.

### **8. Reconciliation Action Plan**

ITAC is committed to the principles of reconciliation and recognition of the unique status of Aboriginal and Torres Strait Islander peoples as the First Australians. We demonstrate this commitment through developing and implementing this Reconciliation Action Plan, including acknowledging Country at organizational events and celebrating significant Aboriginal and Torres Strait Islander cultural events, such as National Reconciliation Week and NAIDOC Week.

### **9. Communication**

We ensure that our commitment to Aboriginal and Torres Strait Islander education is clearly communicated to all staff, students, and stakeholders. This includes promoting the policy through our organization's website, social media channels, and internal communication systems.

### **10. Review**

This policy is subject to ongoing review and modification to ensure alignment with relevant legislation, best practice guidelines, and the evolving needs of Aboriginal and Torres Strait Islander students, staff, and communities. Any changes to the policy will be communicated to all stakeholders.

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