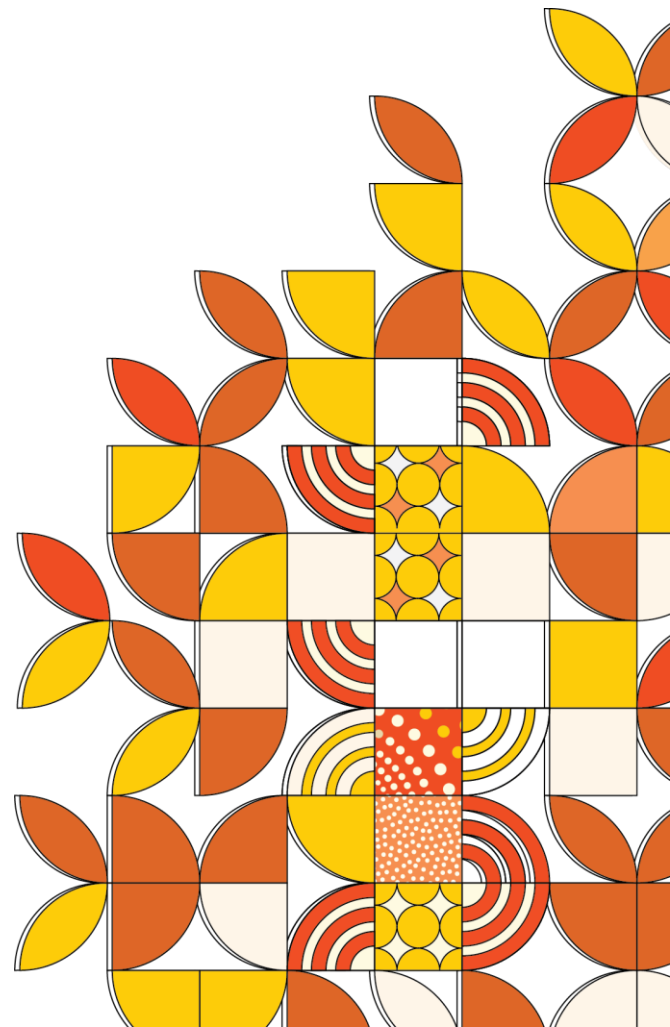


Aboriginal and Torres Strait Islander Education and Support Policy



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 students, staff and communities.
2. 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 difference and provides an environment that is safe, healthy, positive, supportive, and free from all forms of harassment, bullying and discrimination.
3. This Policy has been developed in line with several reports and documents, including the [United Nations Declaration on the Rights of Indigenous Peoples](#), for which the Australian Government announced its support in 2009, the [National Aboriginal and Torres Strait Islander Education Policy \(AEP\)](#), the [Australian Institute of Aboriginal and Torres Strait Islander Studies \(AIATSIS\) Code of Ethics for Aboriginal and Torres Strait Islander Research \(the AIATSIS Code\)](#) and the recommendations resulting from [the Review of Higher Education Access and Outcomes for Aboriginal and Torres Strait Islander People 2012](#).

Scope

4. This Policy applies to:
 - 4.1 All students, employees, officers, and contractors or associates of IHM; and
 - 4.2 IHM's teaching, learning, research, engagement, and support activities.

Suite Documents

5. This Policy is linked to the following suite documents:
 - 5.1 Aboriginal and Torres Strait Islander Education and Support Guidelines.
 - 5.2 Aboriginal and Torres Strait Islander Education and Support Committee Terms of Reference (TOR).
 - 5.3 Aboriginal and Torres Strait Islander Recruitment, Development, and Retention Strategy.
 - 5.4 Other documents as listed in the 'Related Internal Documents' in Section 3 below.

SECTION 2

Policy

6. Policy Statement

6.1 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 the education of and educational support for Aboriginal and Torres Strait Islander peoples.

6.2 This policy relates to the provision of all training and support services offered to Aboriginal and Torres Strait Islanders as well as procedures and approaches, in order to ensure that IHM courses and programs are responsive to the diverse needs of current and prospective Aboriginal and Torres Strait Islander students.

7. Commitments

7.1 IHM makes the following commitments in relation to Aboriginal and Torres Strait Islander education and support:

7.1.1 Education and Governance

- 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 that 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 lead healthy, fulfilling, and successful lives.
- d) Assisting students to develop a deeper understanding of Aboriginal and Torres Strait Islander histories, cultures, languages, and perspectives.
- e) Promoting representation from Aboriginal and/or Torres Strait Islander backgrounds in all IHM Committees, Student Council, course delivery and governance areas.
- f) Ensuring staff are provided with ongoing opportunities to access Aboriginal and Torres Strait Islander cultural education through professional learning and career development programs.

7.1.2 Student Support

- a) 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.
- b) Aboriginal and Torres Strait Islander Education and Support Committee will be responsible for the over-all implementation of this Policy and oversee all required support to ensure quality education to Aboriginal and Torres Strait Islander students at IHM.
- c) Where a student identifies as an Aboriginal or Torres Strait Islander person during enrolment or orientation or anytime thereafter, it will be recorded in the Student Management System, and the relevant Course Coordinator will be notified.
- d) The Student Support Services team or the relevant Course Coordinator will ensure that the student is given the opportunity to contact IHM's Aboriginal and Torres Strait Islander Education and Support Committee if they wish to do so.

7.1.3 Learning and Teaching

- a) All Aboriginal and Torres Strait Islander staff will be supported in participating in learning and teaching activities within their scope of practice, engaging in continuous professional development, and contributing feedback, guidance, and input to enhance IHM's learning and teaching initiatives, in order to ensure culturally safe, equitable, and appropriate academic practices at IHM.
- b) All IHM students will be supported in engaging with the learning and teaching activities of their program. When adjustments to learning and teaching practices are required, IHM will actively encourage and value student feedback.
- c) Student feedback and requests will be reported to, and addressed through, the Learning and Teaching Committee, with the primary aim of establishing a clear line of communication for students to share their feedback and ensuring their input is directed to a structured governance process, so that actions and follow-ups are documented and tracked.

7.1.4 Cultural competencies and capabilities for all students and staff

- a) IHM promotes understanding and appreciation of Aboriginal and Torres Strait Islander traditional and contemporary knowledge, spirituality, perspectives, skills, values and culture across the Institute.

- b) 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.
- c) 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.

7.1.5 Discrimination, harassment or victimisation

- a) IHM maintains a zero-tolerance approach towards discrimination, harassment, bullying, or victimisation of Aboriginal and Torres Strait Islander students and is dedicated to fully protecting their rights at all times.

Marketing Approaches

- 8. All IHM marketing materials will clearly state that Aboriginal and Torres Strait Islander peoples are encouraged and welcome to apply for all courses offered by IHM in fulfilment of IHM’s dedication to fostering inclusivity, celebrating cultural diversity, and promoting equitable access to education.

Recording and Reporting

- 9. All documentation and records related to meetings, support provided, and resources allocated in relation to this Policy are to be meticulously documented and securely stored in the Student Management System. This ensures accurate record-keeping, promotes accountability, and allows seamless access to information when required.

SECTION 3

Associated Information

Related Internal Documents	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander Education and Support Guidelines • Aboriginal and Torres Strait Islander Recruitment, Development, and Retention Strategy • Aboriginal and Torres Strait Islander Education and Support Committee TOR • Access and Equity Policy • Access and Equity Procedure • Bullying and Harassment Policy • Bullying and Harassment Procedure • Reconciliation Action Plan • Sexual Assault and Sexual Harassment Policy • Sexual Assault and Sexual Harassment Procedure • Student Complaints and Appeals Policy • Student Complaints and Appeals Procedure • Student Support Services Policy • Student Support Services Procedure
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Related Legislation, Standards, and Codes	<ul style="list-style-type: none"> • National Aboriginal and Torres Strait Islander Education Policy • The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Code of Ethics for Aboriginal and Torres Strait Islander Research (the AIATSIS Code) • Age Discrimination Act 2004 (Cth) • Disability Discrimination Act 1992 (Cth) • Disability Standards for Education 2005 • Racial Discrimination Act 1975 (Cth) • Sex Discrimination Act 1984 (Cth) • TEQSA Guidance Note: Diversity and Equity 2017 • Australian Human Rights Commission Act 1986 (Cth)
Date Approved	28/02/2025
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Approval Authority	Academic Board
Responsible Committee for implementation	Aboriginal and Torres Strait Islander Education and Support Committee Learning and Teaching Committee
Responsibility for implementation	Academic Dean
Document Custodian	Registrar
IHM Doc ID	IHM-ABTSIESP1-2.0

Change History

Version Control	Version 2.0	
Change Summary	Date	Short description of the change, including version number, changes, who considered, approved etc.
	02/08/2021 Version 1	New Policy
	21/11/2023 Version 1.1	The definitions have been relocated to the IHM glossary, and the template has been updated.
	08/01/2025 Version 2.0	Updated in new template and logo, and full review after the life cycle.