

## **First Nations Peoples Policy**

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## 1. PURPOSE

The purpose of the First Nations Peoples Policy at Barton Business School (“BBS”) is to define the principles and commitments that guide the provision of education and employment to First Nations Peoples.

The policy aims to create a welcoming and inclusive environment that promotes equitable access, inclusion, and respect for First Nations Peoples in all aspects of academic, work, and community life at BBS.

## 2. SCOPE

This policy will apply to all activities at BBS that impact or involve First Nations Peoples.

## 3. DEFINITIONS

Refer to BBS's *Glossary of Terms*.

## 4. POLICY

- a. BBS acknowledges and celebrates the diversity of its students and staff, recognising that each individual brings unique perspectives and experiences to the learning and working environment, thereby creating a dynamic and inclusive space for all.
- b. BBS acknowledges that students and staff have different support needs, which may be particularly acute for First Nations Peoples. Accordingly, BBS will ensure that it provides appropriate support for all students and staff, but especially First Nations students and staff, to ensure they can participate fully and succeed in their academic and work pursuits.
- c. This policy is aligned with the [Higher Education Standards Framework \(Threshold Standards\) 2021, Domain 2: Learning Environment](#), which requires BBS to provide a supportive and culturally safe learning environment that accommodates student diversity and promotes academic success for all students.

### 4.1. PRINCIPLES

BBS upholds the following principles in relation to First Nations Peoples:

- a. Recognition and respect for the unique cultural, historical, and social contexts of First Nations Peoples and the importance of their rights, traditions, and knowledge.

- b. Acknowledging systemic barriers to equitable access to higher education and work opportunities for First Nations Peoples as a result of cultural biases, discrimination, and financial constraints.
- c. Ensuring the inclusion and representation of First Nations Peoples in the academic programs and services offered by BBS.
- d. Fostering a campus culture that is (i) respectful and supportive, (ii) values and celebrates the diversity, experiences, and contributions of First Nations Peoples, and (iii) promotes mutual understanding.
- e. Incorporating Indigenous knowledge and perspectives into the curriculum and pedagogy of BBS to enhance students' understanding and appreciation of Indigenous ways of knowing.

## 4.2. COMMITMENTS

In line with the principles, BBS is committed to providing targeted academic and personal support services for First Nations Peoples to ensure they have equal access to and can engage appropriately with educational and work opportunities and activities at BBS. These services may include, but are not limited to:

- a. *Academic Support, English Language and Literacy Assistance:* BBS acknowledges that First Nations students at BBS may encounter distinct obstacles concerning language and academic proficiencies and will offer specialised assistance to address these concerns. The provision of assistance to them may encompass a range of services such as language classes, writing workshops, literacy assistance and academic coaching to help them succeed in their courses.
- b. *Learning Resources:* BBS aims to provide a wide range of educational materials, such as books, journals, databases, and other relevant resources, to facilitate the academic pursuits of First Nations students at BBS. BBS will endeavour to ensure that these resources are made available in formats that are both culturally appropriate and accessible.
- c. *Information Technology:* BBS will guarantee the provision of essential IT tools and resources to facilitate the learning processes of First Nations students at BBS. These resources include software and internet access. BBS will additionally provide guidance and support to enable the students' proficient use of these resources.
- d. *Student Consultation and Support:* BBS will provide personalised assistance to First Nations students at BBS through mentoring and additional academic support services. Academic support services may encompass individualised consultations with faculty or staff, group study sessions, and peer-based tutoring.
- e. *Legal Support:* BBS will provide legal assistance to First Nations students and staff at BBS to address issues related to discrimination or harassment at BBS, ensuring their access to legal services as required.

- f. *Emergency and Health Services*: BBS will facilitate access to emergency and health services for First Nations Peoples at BBS, including provision of mental health services and support for physical health needs.
- g. *Counselling and Mental Health Support*: BBS acknowledges that First Nations peoples may encounter unique mental and wellness challenges. Therefore, BBS will offer specialised assistance to First Nations Peoples at BBS to address concerns arising from their engagement with BBS. The provision of assistance may encompass counselling, mental health provisions, as well as recommendations for access to community resources and support services.

BBS recognises that the implementation of these commitments requires ongoing effort. Therefore, BBS will regularly review and evaluate its policies and practices to ensure they align with best practices and emerging research related to supporting First Nations Peoples in higher education studies and workforces.

At all significant BBS public events, such as official functions and conferences, BBS staff (and, where appropriate, a First Nations student or staff member) will give an "Acknowledgement of the Country" to recognise the special position of First Nations Peoples. This acknowledgment includes the statement '*In the spirit of reconciliation, Barton Business School acknowledges the Traditional Custodians of the land throughout Australia and their deep connections to the land, sea, and community. We pay our respects to their Elders, past and present, and extend that respect to all First Nations peoples today*'.

## 5. TRANSITION AND PARTICIPATION

BBS is committed to promoting access, growth, and success in its activities for First Nations students and staff at BBS.

- a. BBS recognises the need to support First Nations students' career transition within and beyond their communities. BBS will work with First Nations communities, government agencies, industry leaders, professional associations, employer groups, and other non-government organisations to try to ensure that First Nations graduates' workforce requirements are met and their employment opportunities are maximised within BBS.
- b. BBS will encourage its First Nations staff members to undertake postgraduate education to further their career development and employment opportunities.
- c. BBS recognises the significant potential that advanced degrees have in expanding the horizons of First Nations Peoples. BBS will provide support to its First Nations students and staff to help them achieve the academic and professional goals of First Nations Peoples.

## 6. ROLES AND RESPONSIBILITIES

- a. The Academic Support Officer is responsible for providing the following:
  - i. specialised assistance to First Nations students at BBS to address language or academic proficiency concerns.
  - ii. guidance and support for First Nations Students at BBS to help achieve proficient use of IT tools and resources.
- b. Course Coordinators and the Dean are responsible for ensuring that:
  - i. a wide range of culturally appropriate and accessible educational materials are made available to First Nations students at BBS.
  - ii. essential IT tools and resources are made available to First Nations students at BBS to facilitate their learning.
- c. The Student Wellbeing Officer is responsible for ensuring that First Nations students at BBS have access to the following:
  - i. legal assistance if needed to address any issues related to discrimination or harassment arising from their studies at BBS.
  - ii. emergency and health services.
  - iii. counselling, mental health provisions, and recommendations for community resources and support services.
- d. First Nations students at BBS are responsible for actively engaging in their studies and taking advantage of the support services and opportunities that BBS provides. They should also give feedback to BBS about their experiences and needs to help inform improvements to the opportunities and support provided to First Nations students at BBS.
- e. BBS managers are responsible for ensuring that First Nations staff at BBS have access to the following:
  - i. legal assistance if needed to address any issues related to discrimination or harassment arising from their employment with BBS.
  - ii. emergency and health services.
  - iii. counselling, mental health provisions, and recommendations for community resources and support services.
- f. First Nations staff at BBS are responsible for taking advantage of the support services and work opportunities that BBS provides. They should also give feedback to their managers about their work experiences and needs to help inform improvements in the opportunities and support provided to them at BBS.

## 7. MONITORING AND REVIEW

BBS will establish a systematic approach to monitor and review the progress of its First Nations students and staff.

In the case of BBS's First Nations students, the outcomes of these reviews will be presented to the Academic Board for examination to identify potential improvement areas. Specifically, BBS will assess the effectiveness of admission policies and the learning and teaching support provided to its First Nations students as a means of enhancing their experience in higher education.

In the case of BBS's First Nations staff, the outcomes of these reviews will be presented to the Board of Directors for examination to identify potential improvement areas. Specifically, BBS will assess the effectiveness of its workplace environment in supporting its First Nations staff to realise their professional goals.

## 8. VERSION CONTROL

|                                    |   |               |
|------------------------------------|---|---------------|
| Document title                     | First Nations Peoples Policy  |               |
| Approved By                        | Board of Directors  |               |
| Date of Review                     | This document is to be reviewed every two years at a minimum from the date of final approval.   |               |
| Related Documents                  | <ul style="list-style-type: none"> <li>• Academic Progression and Student At Risk Policy and Procedures</li> <li>• Admission Policy and Procedures</li> <li>• Discrimination, Bullying, Harassment and Sexual Misconduct Policy</li> <li>• Diversity, Equity and Inclusion Policy</li> <li>• Enrolment Policy and Procedures</li> <li>• External Referencing and Benchmarking Policy and Procedures</li> <li>• Feedback Policy and Procedures</li> <li>• Learning and Teaching Plan</li> <li>• Library Policy</li> <li>• Privacy Policy</li> <li>• Risk Management Policy and Framework with Risk Register</li> <li>• Staff Code of Conduct</li> <li>• Student Complaints and Appeals Policy and Procedures</li> <li>• Student Wellbeing and Support Policy and Procedures</li> </ul> |               |
| Related Legislation and References | <ul style="list-style-type: none"> <li>• <a href="#">Higher Education Standards Framework (Threshold Standards) 2021</a></li> <li>• <a href="#">Higher Education Support Act 2003</a></li> <li>• <a href="#">Higher Education Provider Guidelines 2023</a></li> </ul>   |               |
| Version                            | Notes   | Date Approved |
| 1.0                                | <ul style="list-style-type: none"> <li>• Document approved subject to minor change in Section 6.c.i. as 'legal assistance if needed to address any issues related to discrimination or harassment arising from their enrolment in BBS'.</li> </ul>  | 09/05/2023    |