



Aboriginal and Torres Strait Islander Peoples Framework Policy

Version:	V 1.0	Approved By	Board
Approved Date:	21/08/2019	Review period	3 Year
Approval Reference:	Board Resolution 20190821/03		
Related Policy/Procedure:	<ul style="list-style-type: none"> ➤ Diversity and Equity Policy ➤ HE Admissions Policy and Procedure ➤ HE Course Progression and At Risk Student Policy and Procedure ➤ Monitoring Review and Improvement Procedure ➤ Student Support, Welfare and Wellbeing Policy and Procedure 		

Aboriginal and Torres Strait Islander Peoples Framework Policy

Purpose

This Policy sets out how Lyons College will deal with the recruitment, admission, participation and completion of Aboriginal and Torres Strait Islander peoples as students.

Scope

This Policy applies to all Lyons College all students and prospective students for all courses of study offered by Lyons College.

Policy

Lyons College acknowledges and embraces the diversity of students and staff and understands that different students require various levels of support and assistance. Lyons College will give specific consideration to the recruitment, admission, participation and completion of Aboriginal and Torres Strait Islander (ATSI) peoples as students.

Recruitment and Admission

Students who identify as ATSI students may be eligible for special consideration for enrolment and admission as a student at Lyons College under the *Admissions (HE) Policy and Procedure*. To be eligible for special consideration, students who identify as being of ATSI decent must:

- be of ATSI descent;
- identify themselves as being of ATSI descent when making an application;
- be accepted as an ATSI in the community where lived (or have lived); and
- be able to provide a Confirmation of Aboriginality.

Once a student has identified that they are of ATSI descent and have provided the relevant information and documentation, they will be asked to attend an interview at the Lyons College campus. The interview will be conducted by a senior member of staff, which may include the CEO, the Dean, the Academic Manager and/or the Administration Manager.

The purpose of the interview is to assess if additional support is required to provide the ATSI student with the best opportunity to succeed in their academic endeavours. Additional support can include:

- English Language Support;
- Additional Academic and Tutorial Support;
- IT and Systems Support;
- Counselling and Mental Health Services;
- Cultural Support; and
- Pastoral Support.

Participation

Lyons College wants to assist ATSI students with their transition into higher education. This can be achieved through an understanding of their current educational achievements and capabilities and bridging any gaps through the provision of additional support.

Where possible, Lyons College will work with the ATSI student encourage early intervention where the ATSI student requires additional support. Lyons College will incorporate the following to provide assistance to ATSI students:

- Being considerate of issues that impact ATSI Peoples' socio-economic and cultural priorities;
- Connecting with appropriate groups who offer guidance with teaching and learning programs for ATSI people; and
- Providing support and mentoring for staff to ensure that the learning environments, curricula, resources and assessments cater for the requirements of ATSI students.

Below are links that Lyons College will use to access information and guidance on how to facilitate participation by ATSI students:

<https://www.acer.org/au/research/areas-of-research/indigenous-education>

<https://aiatsis.gov.au/>

<https://www.education.gov.au/aboriginal-and-torres-strait-islander-higher-education>

<https://www.universitiesaustralia.edu.au/policy-submissions/diversity-equity/indigenous-higher-education/>

Academic staff will be required to pay special attention to ATSI students' participation and progress. The *HE Course Progression and At Risk Student Policy and Procedure* will provide mechanisms for the early identification and intervention to avoid students falling into the "At Risk" category. ATSI students who have received special consideration and additional support at admission will be monitored carefully by academic staff, providing them with the opportunity to engage in early intervention strategies to get the student back on track if they are having difficulties.

The Learning and Teaching Committee will be provided with regular reports on student attrition, progression and completions. These reports will include subcategories of student cohorts, particularly for ATSI students and student who have been admitted with additional support. The Academic Board will receive these reports at least twice per year and will be use this data for continuous improvement and enhancing academic quality purposes.

Completion

ATSI students who graduate may require additional support o facilitate career transition. Lyons College will provide as much assistance and support to ATSI graduates as needed. Lyons College will support ATSI students' career choices and employment opportunities both within and beyond their communities. Lyons College encourages ATSI students and graduates to take up membership of professional bodies.

Apart from CA ANZ, CPA Australia and the Institute of Public Accountants (IPA), which are the peak

accounting bodies in Australia, Lyons College will encourage ATSI students to engage with Indigenous Accountants Australia, who raise awareness of the benefits of accounting within Indigenous communities and connect Indigenous students to careers in the business world.

Below are links for those bodies:

<https://www.charteredaccountantsanz.com/>

https://www.cpaaustralia.com.au/become-a-cpa?gclid=EA1aIQobChMIxYj-zqHA4wIVjYBwCh0VHg9WEAAYASAAEgKvJPD_BwE&gclsrc=aw.ds

<https://www.publicaccountants.org.au/>

<https://www.indigenousaccountants.com.au/>

Lyons College will encourage ATSI graduates to engage with ATSI, government, industry, professional associations, employer groups, and other non-government organisations further their careers and promote the employment of other ATSI graduates. This will be done through groups such as the Aurora Project, which started out to promote ATSI lawyers but has grown to encompass other projects in the broader area of Indigenous education. Their website is:

<https://auroraproject.com.au/opportunities-aboriginal-and-torres-strait-islander-students-and-graduates>

Monitoring and Review

Lyons College will monitor and review the participation, progress, and completion of ATSI students through the *Monitoring Review and Improvement Procedure*. This will facilitate improvements to admission policies, teaching and learning and support strategies for ATSI students.