

## **Draft Aboriginal Education and Training Policy**

### **Policy Statement**

1.1 The NSW Department of Education and Training including TAFE NSW (The Department) is committed to improving the educational outcomes of Aboriginal students so that they achieve and maintain equity with the broader student population.

This commitment affirms the inherent right of all Aboriginal students to fair, equitable, culturally appropriate and significant opportunities to obtain a high quality education as a platform for enriching their life chances and achieving their full potential.

The strength, diversity, ownership and richness of Aboriginal cultures, and custodianship of Country, are valued, promoted and respected.

The Department is committed to collaborative decision making with Aboriginal Peoples and communities.

The Department recognises the NSW Aboriginal Education Consultative Group Inc (NSW AECG Inc) as the peak advisory body to the Department on Aboriginal education and training at all levels and in all stages of planning and decision making.

Aboriginal education and training is the core business of all staff.

1.2 Aboriginal education and training includes:

- the delivery of education to Aboriginal students in schools, TAFE and community education and training settings
- education about Aboriginal Australia for all students
- mandatory Aboriginal cultural education for all staff
- identifying and including the Aboriginal community as partners in Aboriginal education and training.

1.3 The Department values the skills, experiences and knowledge of Aboriginal people and is committed to:

- increasing participation and retention (and therefore addressing attrition) of Aboriginal students in schools, TAFE Institutes and community education settings
- increasing employment, retention and advancement of Aboriginal people in a broad range of positions across all areas of the Department
- the participation of Aboriginal communities as partners in Aboriginal education and training.

1.4 The Department is committed to improving pathways for Aboriginal students from school into further study and employment.

1.5 The Department will support its staff to:

- support the identities of Aboriginal students
- provide supportive and culturally inclusive learning environments for Aboriginal students
- assist Aboriginal students to access educational opportunities in a range of settings
- provide appropriate training and resources for the development of Aboriginal studies programs and Aboriginal perspectives that reflect a partnership with Aboriginal communities and organisations, in particular, the NSW AECG Inc.

1.6 Teachers will:

- develop and adopt approaches that motivate and engage Aboriginal students for successful participation in education and training
- encourage Aboriginal students to pursue personal excellence
- use quality teaching and assessment practices and resources that are culturally inclusive
- demonstrate their high expectations of Aboriginal students
- encourage Aboriginal students to develop a sense of purpose and commitment to learning
- provide all students with opportunities to develop deeper understandings of Aboriginal history, culture and languages through Aboriginal studies and across the curriculum.

1.7 The Department will contribute to a whole of government approach to build capacity within Aboriginal communities to ensure that Aboriginal people participate as equal partners in education and training.

1.8 As a funder and regulator the Department will require partners in programs to support the achievement of agreed outcomes in Aboriginal education and training.

1.9 The Department will provide appropriate resources to achieve the outcomes of this policy and established Departmental targets.

## **2. Audience and applicability**

2.1 The policy applies to all employees of the Department.

2.2 Programs funded by the Department are expected to operate within the spirit of the policy.

## **3. Context**

3.1 The document [Australian Directions in Indigenous Education 2005 - 2008](#) provides the national directions.

- 3.2 The [NSW Government's Aboriginal Affairs Plan 2003-2010: Two Ways Together](#) within the context of [The State Plan: A New Direction for New South Wales](#), provides the state directions.
- 3.3 [The NSW Anti-Discrimination Act \(1977\)](#) along with the [Commonwealth Racial Discrimination Act \(1975\)](#) make racial discrimination and vilification illegal in New South Wales.
- 3.4 [The Technical and Further Education Commission Act 1990](#) requires that TAFE NSW provide Aboriginal people with access to technical and further education services, including a range of appropriate specialised services.
- 3.5 The [NSW Aboriginal Education and Training Strategy 2006 -2008](#) provides the direction and action for implementation of the Aboriginal Education Policy.
- 3.6 *Securing a Collaborative Partnership into the Future* is a document that provides the philosophy of, and commitment to, the partnership between the NSW AECG Inc and the Department.

#### **4. Responsibilities and Delegations**

- 4.1 The Director-General is responsible for ensuring the implementation and monitoring of the policy and reporting to the Minister, the NSW AECG Inc and the broader NSW community.
- 4.2 All staff in schools, TAFE Institutes, regions, state offices and Adult Community Education (ACE) are responsible for implementing the policy with appropriate AECG consultation and ensuring their plans and actions comply.
- 4.3 Regional, Institute and state office directors are responsible for implementing Aboriginal education and training plans which achieve identified outcomes and meet agreed targets with appropriate AECG consultation.
- 4.4 School principals are responsible for developing and implementing Aboriginal education and training plans with appropriate AECG consultation.
- 4.5 Institute managers are responsible for integrating Aboriginal education initiatives into relevant workplace plans which achieve identified outcomes and meet agreed targets with appropriate AECG consultation.
- 4.6 The Director of Aboriginal Education and Training is responsible for publication and currency of the policy and support material with the endorsement of the NSW AECG Inc.

## 5. Monitoring, Evaluation and Reporting Requirements

5.1 Monitoring of progress on the implementation of this policy and related targets will be reported to the Government and NSW community through the Director-General's Aboriginal Education and Training Advisory Group.

5.2 In the spirit of partnership, the Department will report to the NSW AECG Inc on progress in implementing this policy and in the meeting of agreed targets. The Department will also consult with NSW AECG Inc on future policy directions.

## 6. Contact Person

Director, Aboriginal Education and Training, (02) 9244 5426.

### Implementation documents

- [Aboriginal Education and Training Strategy 2006-2008](#)
- [Aboriginal Human Resource Development Plan 2006-2008](#)
- [Welcome to Country and Acknowledgement of Country: Guidelines and Protocols for NSW Public schools and TAFE Institutes.](#)
- *Aboriginal Education and Training Curriculum Plan* (in development)
- Community based support document (and related AV material) which makes the connections between the previous policy, the Review of Aboriginal Education and the revised policy. (This will be developed when the policy is finalised).
- Website material (This will be developed when the wording of the policy is finalised).
- NSW AECG Inc pamphlet on how Local AECGs can be involved in policy implementation (This will be developed when the policy is finalised).

### Related Information

Support documents:

- [Working With Aboriginal Communities](#) Office of the Board of Studies.
- [Face the Facts](#) Teaching Resources for Use in Australian Classrooms. Human Rights and Equal Opportunity Commission .
- *New Partners, New Learning New South Wales* TAFE VET Plan 2001-2005 *Vocational Education and Training for Indigenous Communities in NSW* (under review).
- [ACE and Indigenous Australians Action Plan 2005-2008](#)
- [Anti-Racism Policy](#)
- [State Literacy Plan 2006-2008](#)
- [State Numeracy Plan 2006-2008](#)
- (Related documents and websites from stakeholder partners will also be included.)