

POLICY

FIRST NATIONS STUDENT SUPPORT



Allens Training Pty Ltd | RTO #90909

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1. Purpose

- 1.1 This policy outlines Allens Training Pty Ltd – Registered Training Organisation 90909 (hereinafter called “the RTO”) commitment to supporting First Nations students, ensuring an inclusive, culturally safe, and supportive learning environment.

2. Scope

- 2.1 This policy relates to Allens Training PTY Ltd RTO 90909, its trainers and assessors and employed staff. It includes any third-party providing services on behalf of the RTO, including their trainers and assessors and administration staff. It also covers First Nations students, staff and stakeholders involved in vocational education and training of the RTO and approved third-party providers.

3. Policy Statement

- 3.1 The RTO is committed to ensuring that the needs of First Nations students are met to achieve success in their learning outcomes. This includes providing tailored support, fostering a culturally safe learning environment, and implementing strategies to address barriers to success. Our goal is to empower First Nations students to reach their full potential through inclusive and supportive educational practices.
- 3.2 We recognise that supporting the needs of First Nations students in their learning outcomes requires a holistic approach that encompasses cultural, academic, and personal dimensions. This commitment is central to our intention to uphold the principles of equity and inclusion in education.
- 3.3 The RTO and its third parties delivering training on behalf of the RTO are committed to fostering an environment where the voices of First Nations students are heard and valued.
- 3.4 The RTO has appointed a dedicated First Nations Student Support Officer to provide support to First Nations students, ensuring they are guided and empowered throughout their educational journey with the RTO.

4. Procedures

4.1 Cultural Awareness and Respect

- The RTO acknowledges the importance of cultural heritage and incorporates cultural awareness into its training practices.

- Regular cultural awareness training will be provided to all staff to ensure understanding and respect for the unique needs of First Nations students.

4.2 Individualised Support and Guidance

- The First Nations Student Support Officer will collaborate where required with First Nations students to identify their individual needs such as academic, personal, and cultural needs.

4.3 Facilitating Informed Decision-Making

- First Nations students will receive clear and transparent information regarding:
 - Training and assessment processes.
 - Pathways and opportunities.
 - Available support services.
- Where required, the First Nations Student Support Officer will ensure students are empowered to make decisions that align with their aspirations.

4.4 Providing a Safe Space

- The RTO is committed to creating a safe environment where First Nations students feel comfortable sharing their concerns.
- Where required, the First Nations Student Support Officer will:
 - Listen to and advocate for students.
 - Guide students through resolving issues in a culturally sensitive manner.

4.5 Access to Support Services

- Where required, the First Nations Student Support Officer will connect students with internal and external services, including:
 - Cultural support organisations.
 - Mental health and well-being resources.
 - Community-based support networks.
- A holistic approach will be taken to prioritise the well-being of First Nations students.

4.6 Monitoring and Continuous Improvement

- Feedback from First Nations students will be actively sought to improve support services.
- Regular reviews of the policy and related procedures will ensure alignment with evolving needs and regulatory requirements.

5. Responsibilities

First Nations Student Support Officer

- Act as the primary contact for First Nations students.
- Promote cultural awareness and inclusion within the RTO.
- Provide guidance and support to First Nations students.
- Facilitate access to internal and external support services.

All Staff:

- Participate in cultural awareness training.
- Embed culturally respectful practices in training and assessment.
- Support the First Nations Student Support Officer in implementing this policy.

Compliance, monitoring and review

- 5.1 The General Manager of Regulatory Compliance is responsible for implementing, reviewing, monitoring, and ensuring compliance with this policy.

6. Definitions

Terms and definitions

First Nations Peoples: The Aboriginal and Torres Strait Islander peoples of Australia, who are the original inhabitants of the land.

Cultural Safety: An environment that is spiritually, socially, and emotionally safe for people, where their identity is respected and free from challenge or denial.

Inclusive Practices: Actions and strategies that acknowledge and accommodate the diverse needs, backgrounds, and experiences of all students.

Holistic Support: An approach to student assistance that considers cultural, academic, and personal factors to address barriers to success.

Empowered Participation: Enabling students to actively engage in their education and decision-making processes to achieve meaningful outcomes.

Cultural Awareness Training: Training designed to educate staff about the values, beliefs, and practices of First Nations peoples to foster respectful and effective engagement.

7. Related Legislation & Documents

[Standards for Registered Training Organisations \(RTOs\) 2015](#)

[Outcome Standards for RTOs](#)

[Compliance Requirements for RTOs](#)

[National Vocational Education and Training Regulator Act 2011](#)

8. Feedback

- 8.1 Feedback about this document can be emailed to compliance@allenstraining.com.au.

9. Approval and Review Details

Approval Authority			Next Review Date
CEO			June and December each year
Version	Effective Date	Author(s)	Description
V1.0	01.10.2024	Ferne Robinson	Initial