



Reconciliation Action Plan

February 2021-23



North Regional TAFE





Acknowledgement

North Regional TAFE respectfully acknowledges the Traditional Custodians of the lands on which we operate and their continuing connection to the land, sea, and community.

We pay our respect to the Elders past, present and emerging.





About the Artwork

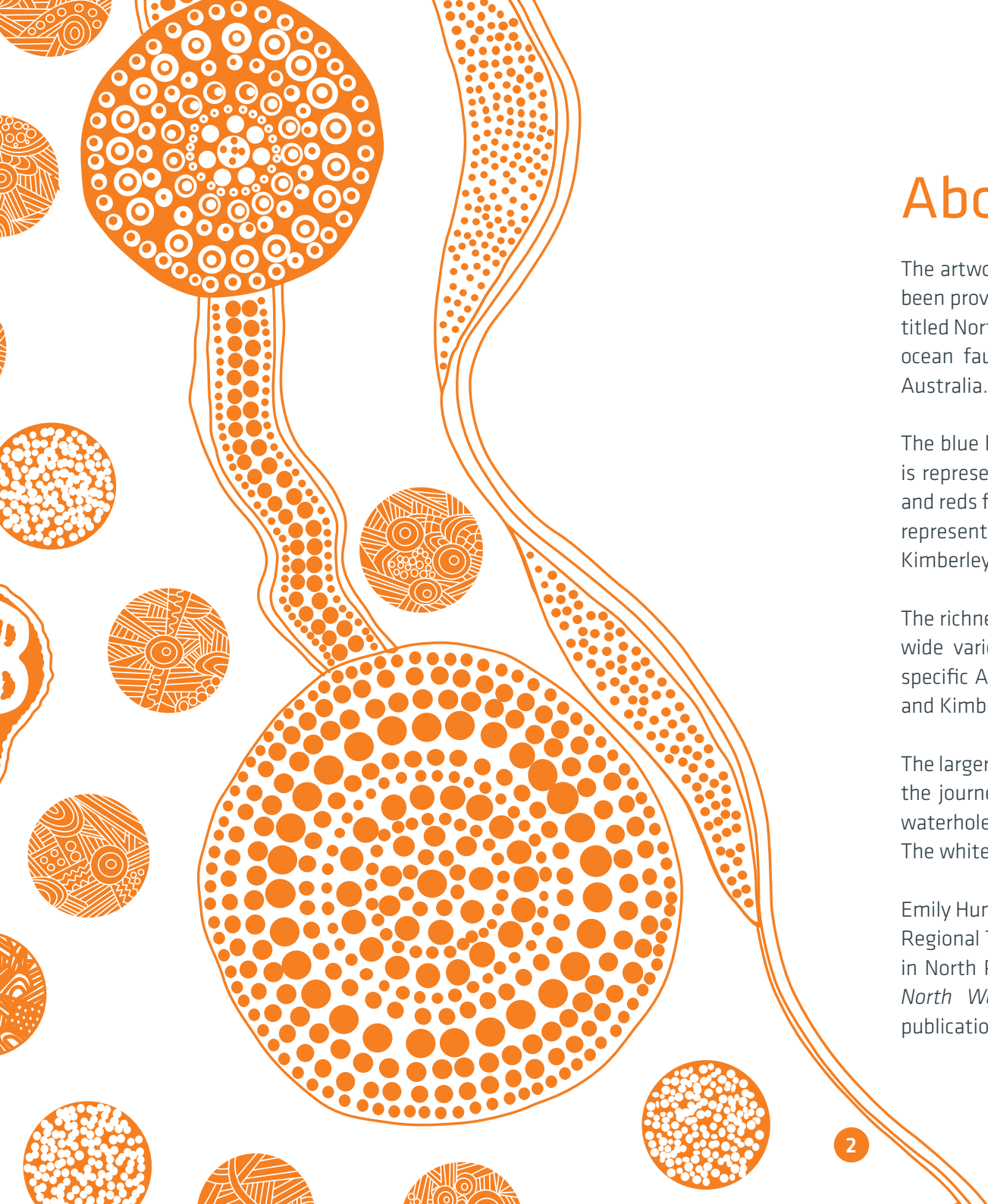
The artwork that is featured in this Reconciliation Action Plan (RAP) has been provided by agreement with Emily Hunter, the artist. The artwork is titled *North West*. Emily's extraordinary painting highlights both land and ocean fauna from the Kimberley and the Pilbara regions of Western Australia.

The blue hues represent the ocean, river and rain. The colour of the land is represented through tones of pindan for the earth and burnt umbers and reds for the striking rocks that populate the region. The colour orange represents harmony, and celebrates the cultural diversity within the Kimberley and the Pilbara.

The richness of this environment and the abundance of water supports a wide variety of flora and fauna. Emily has painted each animal in a specific Aboriginal style unique to the different areas within the Pilbara and Kimberley regions.

The larger circles signify meeting places where the connecting lines depict the journey travelled. The intricately designed smaller circles represent waterholes and the undulating lines form the beautiful Bungle Bungles. The white dots represent the exquisite pearls from the region.

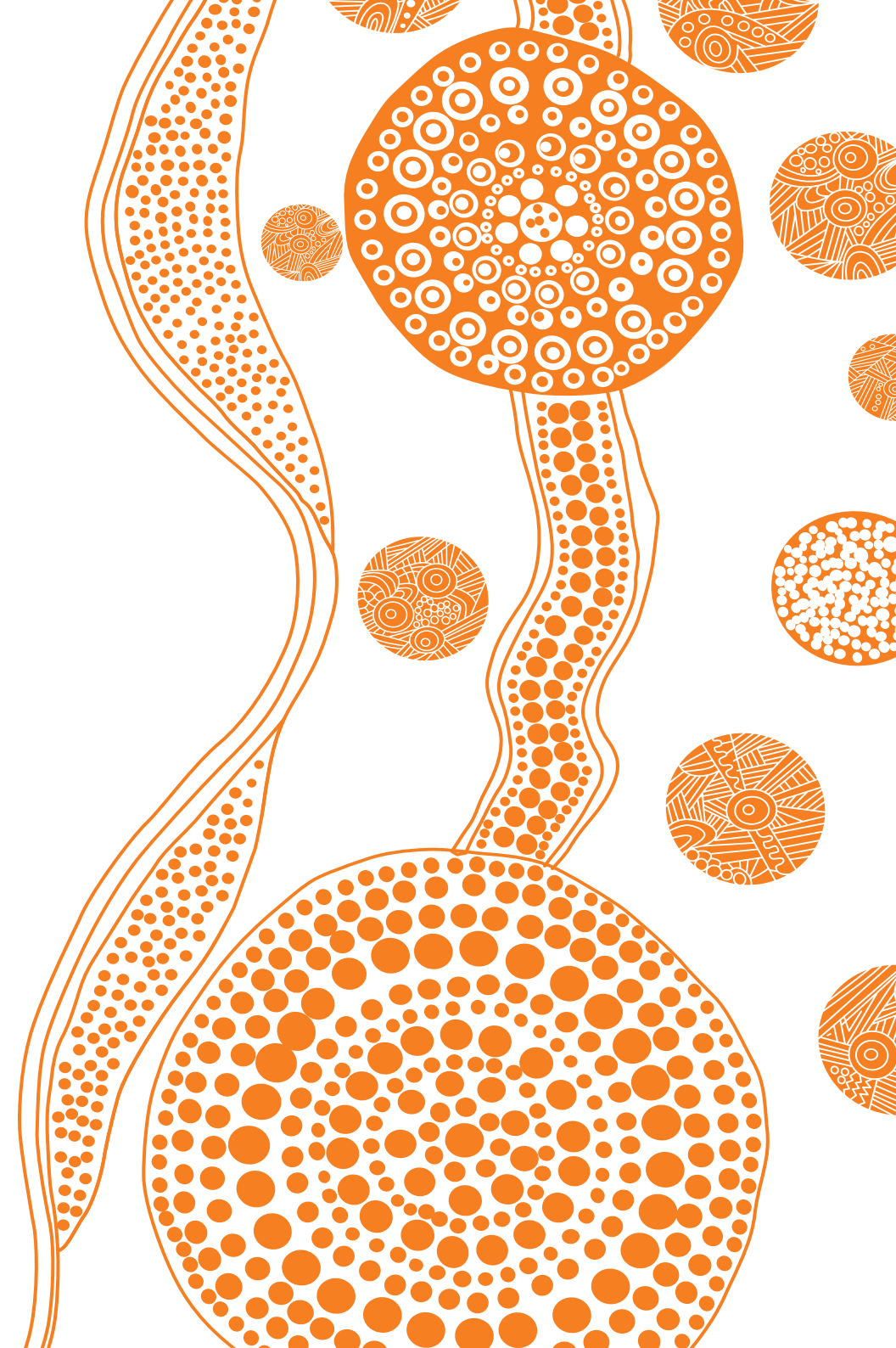
Emily Hunter's original artwork, *North West*, is proudly displayed at North Regional TAFE's Broome campus. As orange features as a primary colour in North Regional TAFE's colour scheme, by agreement with the artist, *North West* also features on a number of North Regional TAFE publications, documents and is proudly worn as part of our staff uniform.



About the Artist

Emily Hunter is an Aboriginal artist who lives in Broome, Western Australia. Emily is Nykina/Nyul (Western Kimberley) on her father's side and Kotatha (North West South Australia) on her mother's side. Emily's daughter, Hayley Shadforth, also assisted in the creation of *North West*. Hayley is Bardi (North West Kimberley) on her father's side.

Emily is inspired by the natural world around her; the land, sea and water and the native flora and fauna that all feature in her artworks. Emily has worked in a variety of media, including contemporary Aboriginal acrylic painting, hand-painted glass and ceramics and reproductions of her artwork.





STATEMENT FROM North Regional TAFE WA - RA CEO

Reconciliation Australia commends North Regional TAFE on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for North Regional TAFE to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, North Regional TAFE will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's-

North Regional TAFE – Reconciliation Action Plan

framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program’s potential for impact is greater than ever. North Regional TAFE is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

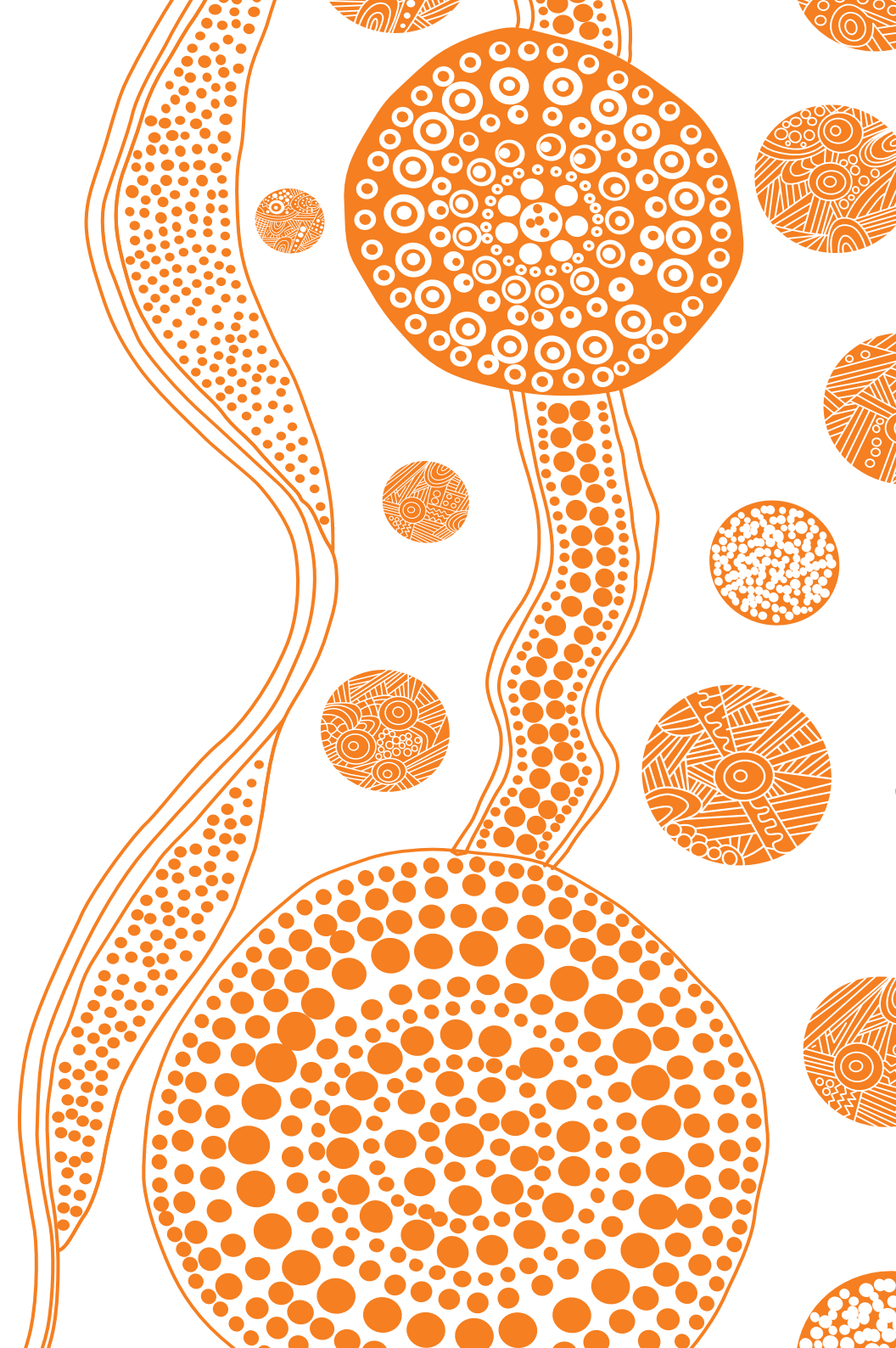
Implementing an Innovate RAP signals North Regional TAFE readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia’s reconciliation journey.

Congratulations North Regional TAFE on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia





MESSAGE FROM North Regional TAFE Governing Council and Executive



Mr Ian Smith
Chairperson Governing Council



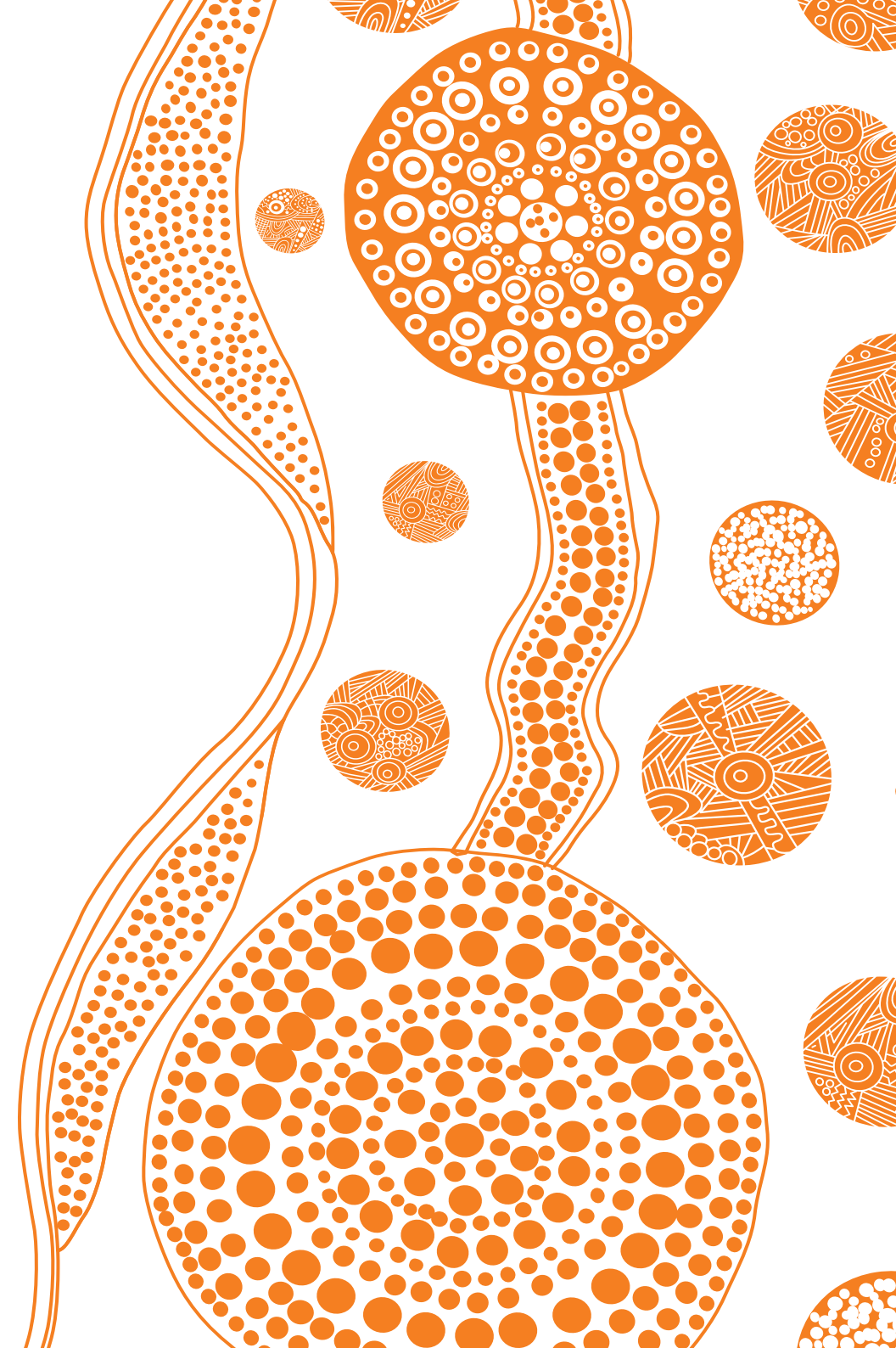
Mr Kevin Doig
Managing Director

As the largest vocational training provider in the North of Western Australia, North Regional TAFE is proud to present our 2021-2023 Innovate Reconciliation Action Plan (RAP). We have chosen an Innovate RAP as the most appropriate inaugural RAP because our action plans are derived from innovative strategies that aim to build strong and long lasting foundations of reconciliation. Our aspiration is to work towards the Stretch RAP for 2023.

North Regional TAFE recognises the national gap in educational outcomes between Aboriginal and Torres Strait Islander peoples and other Australians remains too wide. Our student enrolment data identifies approximately 50% of our students are from Aboriginal and Torres Strait Islander backgrounds. Through our commitment, relationships and the delivery of quality vocational education and training across our region we aspire to make a positive contribution to lessening this gap and contributing towards reconciliation in Australia.

By working with Reconciliation Australia's RAP framework, we have developed North Regional TAFE's Reconciliation Action Plan and we look forward to delivering on the many exciting initiatives and actions contained within this plan.

We thank the College's RAP Working Group for its efforts to develop and draft our inaugural Innovate Reconciliation Action Plan 2021-2023, and we look forward to implementing our plan and taking further steps towards the achievement of reconciliation.





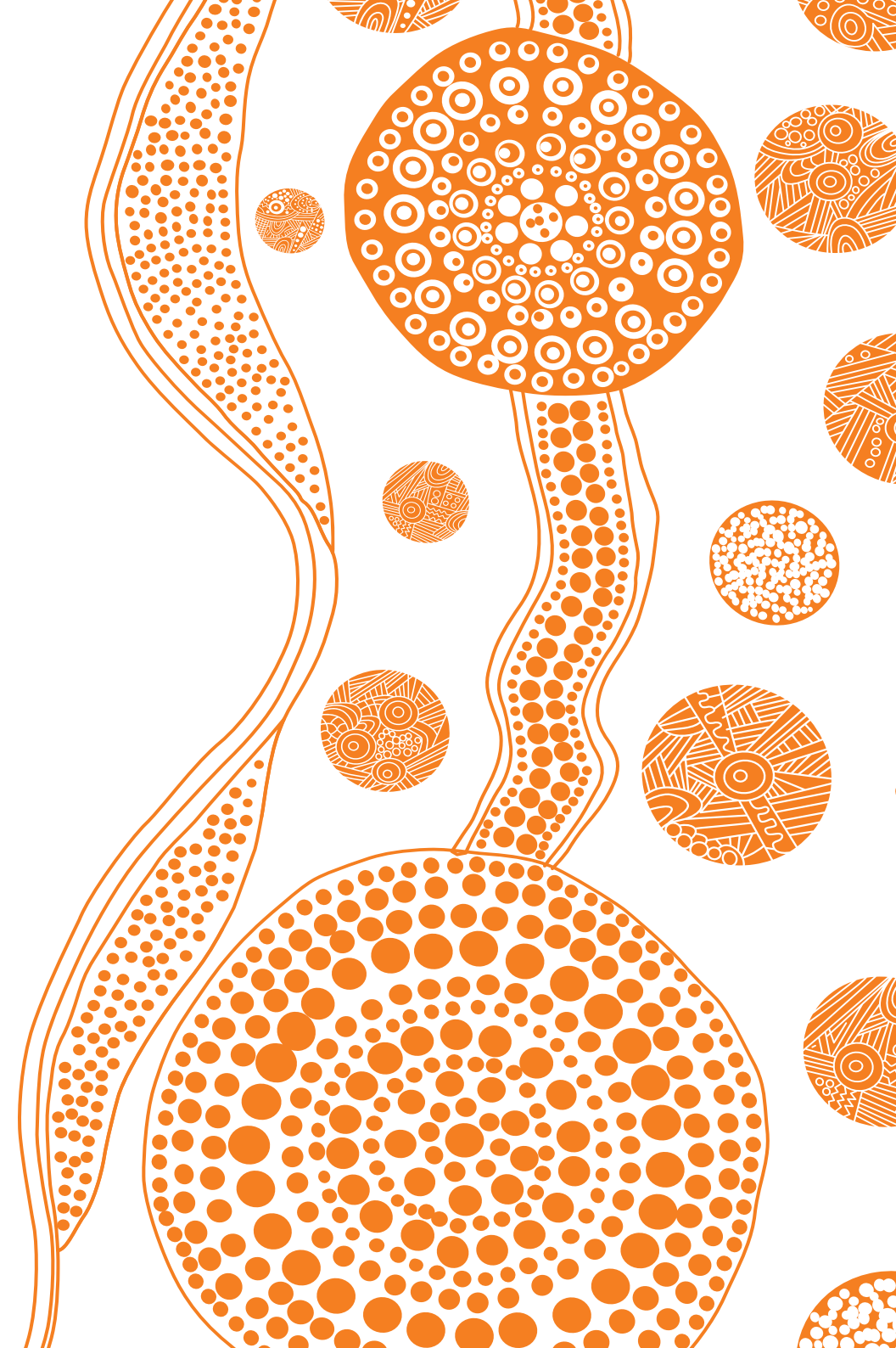
Our Vision for Reconciliation

Our vision for reconciliation recognises Aboriginal and Torres Strait Islander peoples as the First Australians and respects their unique and rich cultures, histories and deep and spiritual connection to the land, sea and water. Our vision for reconciliation acknowledges our shared history and recognises the strengths of Aboriginal and Torres Strait Islander peoples, their families and communities.

Our vision seeks to promote opportunities for education and employment in rural and remote areas through responsive, high quality vocational education and training. It is a vision where all Australians in the Kimberley and the Pilbara will have the same opportunities to contribute economically and culturally in the workplace and in the community. Our hope for reconciliation also recognises the importance of our staff demonstrating a deep commitment to achieving this aspiration.

Our Mission

Our mission is to deliver culturally safe, quality vocational education and training for all people throughout the Kimberley and Pilbara region. Our mission seeks to ensure all Aboriginal and Torres Strait Islander peoples are able to participate equally and equitably in these opportunities and that vocational education and training responds to both individual and community aspirations. Our mission also seeks to respond to the evolving requirements of regional employers and to contribute to the development of the communities we work in.





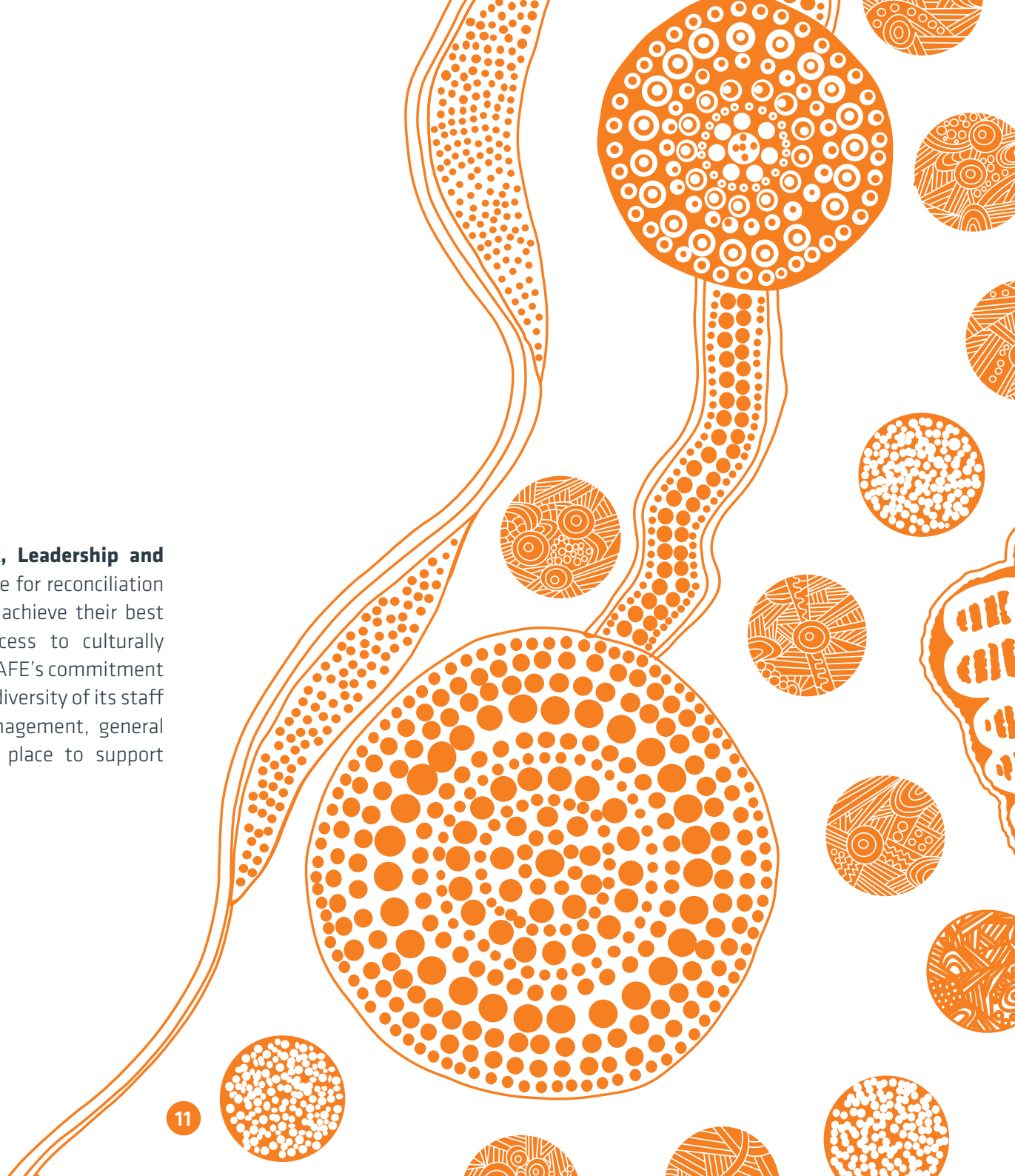
Our Aim

Our aim is to embed our vision for reconciliation into the daily operations of North Regional TAFE. Reflecting on this vision will deepen our understanding of Aboriginal and Torres Strait Islander customs, cultures and histories in the Pilbara and Kimberley region. Strengthening our understandings through positive and respectful interactions and relationships with the objective of supporting a stronger and more responsive workforce and our service delivery.



Our Values

Guided by our values of **Respect, Integrity, Teamwork, Leadership and Continuous Improvement**, North Regional TAFE’s objective for reconciliation is for all Aboriginal and Torres Strait Islander peoples to achieve their best possible social and emotional wellbeing and have access to culturally appropriate support. Our values underpin North Regional TAFE’s commitment to developing an organisation that values and respects the diversity of its staff and students. These values ensure the governance, management, general operations and workplace policies and practices are in place to support culturally mindful workplace relationships.





Our Business



North Regional TAFE (NR TAFE) was formed in April 2016 following the amalgamation of the Pilbara and Kimberley Training Institutes. NR TAFE is the largest provider of vocational education and training in the Pilbara and Kimberley regions of Western Australia. NR TAFE services regional and remote towns and communities and industries across a region that exceeds one million square kilometres. NR TAFE offers more than two hundred nationally recognised qualifications and short courses, which are delivered to over 7,300 students each year. The vocational education and training also includes non-accredited programs, short courses, skill sets, work-readiness programs, and language, literacy and numeracy support.

North Regional TAFE covers the major population centres of Broome, Derby, Fitzroy Crossing, Halls Creek, Kununurra, Wyndham, Dampier, Karratha, Newman, Onslow, South Hedland, Roebourne, Port Hedland and Tom Price. It has 11 campuses with Broome, Karratha and South Hedland’s Pundulmurra campus as the three largest.

Our region has a relatively young population with an overall median age of 33 years. Aboriginal and Torres Strait Islander peoples represent 24% of the total population. In our region there are more than 60 Aboriginal languages spoken and for many Aboriginal Australians, the English language is a second or third language. There are approximately two hundred Aboriginal Communities across our region.

Vocational education and training (VET) delivered in the remote and very remote communities requires extensive travel and a clear understanding of cultural protocols and the expectations of each community. Our Aboriginal Training Services team provides essential support in the planning and delivery of VET programs and community development projects. The Aboriginal Services Team accompany lecturing staff into remote communities whenever possible.

North Regional TAFE is a major contributor to the social and economic capital in our region with an annual budget of \$45 million with over three hundred staff. At the time of our RAP publication, we have 298 staff, including 34 people who identify as Aboriginal and Torres Strait Islander.



Our Reconciliation Action Plan

The North Regional TAFE Reconciliation Working Group (RWG) has the responsibility for the development, implementation, monitoring and evaluation of the NR TAFE Reconciliation Action Plan. The NR TAFE Reconciliation Action Plan's journey commenced in 2019 when the Governing Council and Executive Management Team announced an intention to develop the NR TAFE Reconciliation Action Plan for 2021 - 2023.

The aim of our Reconciliation Action Plan is to embed our vision of reconciliation into all of the everyday operations of the organisation. Our Aboriginal and Torres Strait Islander student population is approximately 40% of our total student numbers. Our current Aboriginal and Torres Strait Islander staff members represent 11% of our total staff population.

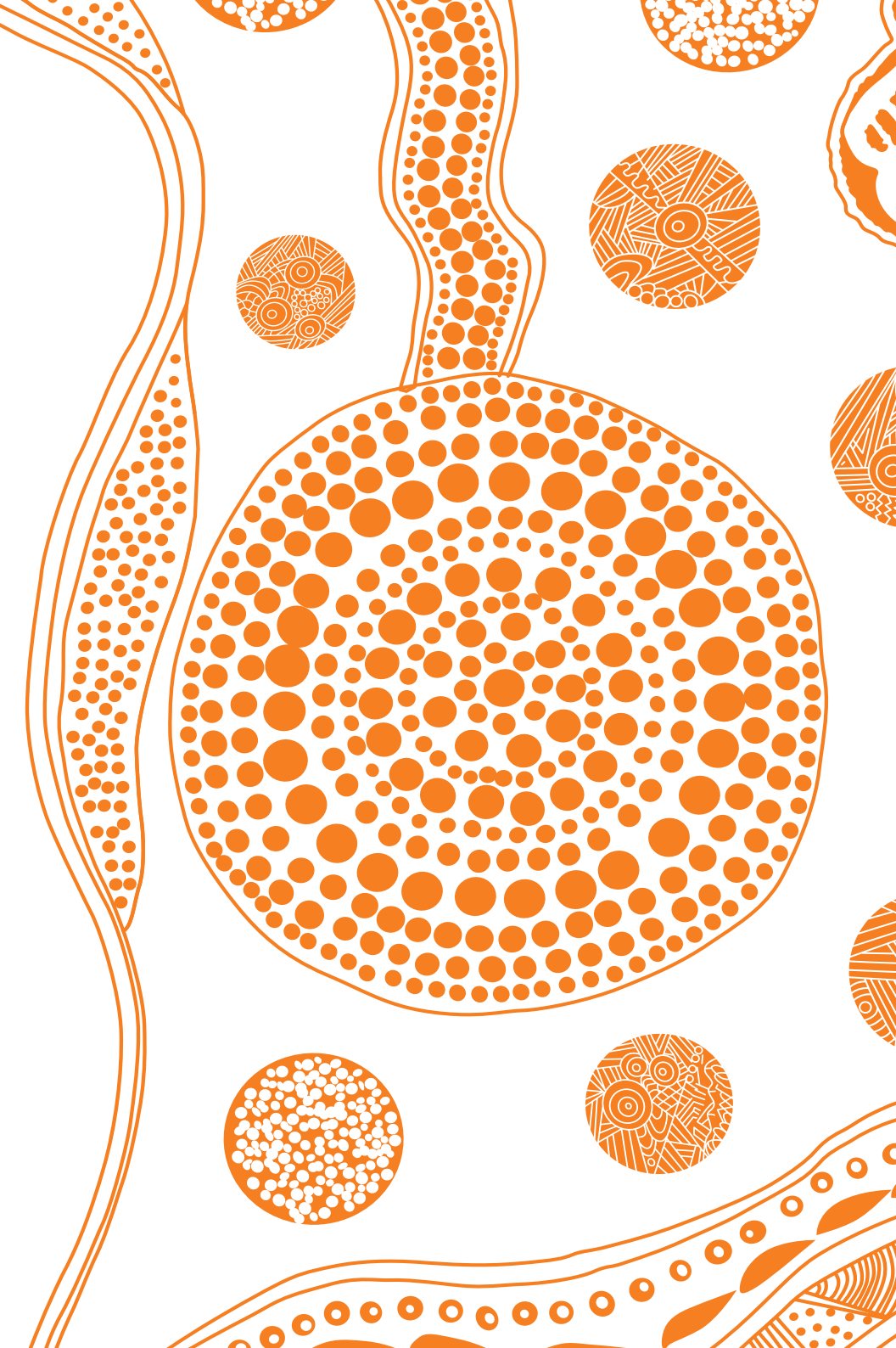
Our Reconciliation Action Plan will be central in all that we do. It will guide our programs, services and partnerships, allowing us to work more effectively with Aboriginal and Torres Strait Islander peoples and communities; support our journey to learn more about our world's oldest continuing cultures and develop new relationships; and partnerships and connect and integrate with North Regional TAFE's existing internal strategies, frameworks and policies.

The Reconciliation Working Group Membership

The Reconciliation Action Plan Working Group (RWG) membership incorporates a variety of staff positions from different sections and campus locations to ensure adequate representation across our entire service delivery area. The RWG membership include members from the Executive Management Team, Business Leaders, Aboriginal Training Services, Lecturers and Client Services and external representation through the Co-Chairperson of the Aboriginal Education, Employment and Training Committee.

Essential to developing a meaningful North Regional TAFE Reconciliation Action Plan is the participation of our Aboriginal and Torres Strait Islander staff, and in particular, representation from the Aboriginal Training Services (ATS) team and members of our external advisory group, the Aboriginal Education, Employment and Training Committee (AEETC).

These members bring considerable knowledge and experience to the Reconciliation Action Plan including cultural, spiritual and educational practices and the vocational education and training needs of communities in our service area. This guidance enriches the understanding of all other Reconciliation Action Plan members. Both the ATS and AEETC provide invaluable advice on cultural protocols in communities and the vocational education and training needs of communities in the Kimberley and Pilbara regions.





Reconciliation Action Plan Working Group Members:

Kevin Doig

RAP Champion and Managing Director (CEO), North Regional TAFE

Jan Edwards

RAP Working Group Chairperson and Director Organisational Services, Karratha

Tim McLachlan

Director Corporate Services, Karratha

Nathan Aucote

Aboriginal Training Services Manager, Broome

Loretta Andrew

Lecturer Aged Care, Karratha

Jane Ballantyne

Lecturer Tourism, Broome

Jody Bedford

Aboriginal Development Officer Halls Creek

Lillian Chestnut

Aboriginal Education Support Officer, Fitzroy Crossing

Cobina Crawford

Lecturer Community Service, Broome

Philly Hunter

Aboriginal Development Officer, Kununurra

Katrina Johnston

Lecturer Access, Fitzroy Crossing

Suzie Moustaka

Lecturer Early Childhood and Education, Kununurra

Beth Muller

Client Services Officer Pundulmurra

Lisa Nicholls

Lecturer Community Services Pundulmurra

Christine Pine

Principal Lecturer, Kununurra

Andrew Orford

Manager Organisational Support Services

Richard Rose

Lecturer Access, Derby

Val Ross

Aboriginal Development Officer/Cultural Education Project Consultant, Karratha

Shirley Russell

Disability Support Coordinator, Broome

George Somerville

Head of Programs, Broome

Liz Thomas

Principal Lecturer, Broome

Michael Roe

Indigenous Employment and Training Manager (Woodside Energy)

NR TAFE acknowledges the significant contribution made in the development of this Reconciliation Action Plan by our Aboriginal Training Services staff members and manager Nathan Aucote.



RELATIONSHIPS

North Regional TAFE understands the importance of building strong working relationships with Aboriginal and Torres Strait Islander peoples and other Australians and that this is fundamental to the success of our Reconciliation Action Plan. North Regional TAFE is committed to ensuring meaningful engagement and partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations. North Regional TAFE acknowledges this will only be achieved through building strong, sustainable partnerships. Reconciliation requires respect, trust, effective communication, collaboration, consultation and inclusiveness. North Regional TAFE is committed to building a strong, diverse organisational culture that holds the values of respect and tolerance at its core. North Regional TAFE is committed to reconciliation.

Focus Area

Building strong and responsive relationships between Aboriginal and Torres Strait Islander peoples and other Australians is central to North Regional TAFE’s vision of reconciliation. We will look to learn about our shared histories, cultures, and achievements, and explore how each of us can contribute to achieving reconciliation in Australia. Our relationship actions aim to build and maintain long lasting relationships with all Aboriginal and Torres Strait Islander people, stakeholders and organisations. North Regional TAFE aims to build relationships that will enable equity, responsiveness and culturally appropriate provision of vocational education and training services.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1. Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	March 2021	Lead: Managing Director
	2. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2021	Lead: Chair RAP Working Group Support: Senior Leaders (Business Leadership Group)
2. Build relationships through celebrating National Reconciliation Week (NRW) 27 May to 3 June.	1. Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	February 2021 February 2022	Lead: Chair RAP Working Group Support: Senior Leaders (Business Leadership Group)
	2. Establish a sub NRW action group drawn from the RAP Working Group Members, from all major campuses to plan and coordinate the whole of organisation annual celebration National Reconciliation Week North Regional TAFE.	March 2021 March 2022	Lead: Chair RAP Working Group



Action	Deliverable	Timeline	Responsibility
	3. Align and promote Reconciliation Australia annual theme for National Reconciliation Week (NRW).	March 2021 March 2022	Lead: Chair RAP Working Group
	4. Organise at least one NRW event each year.	May - June 2021 and 2022	Lead: Chair RAP Working Group
	5. RAP Working Group members to participate in an external NRW event.	May - June 2021 and 2022	Lead: Chair RAP Working Group
	6. Encourage and support staff and senior leaders (Business Leadership Group members) to participate in at least one external event to recognise and celebrate NRW.	May- June 2021 and 2022	Lead: Managing Director
	7. Register all our NRW events on Reconciliation Australia's NRW website .	April 2021 April 2022	Lead: Chair RAP Working Group Support: Manager Organisational Support Services
3. Promote reconciliation through our sphere of influence.	1. Develop and implement a strategy to communicate (Communication Plan) our RAP to all internal and external stakeholders and organisations.	June 2021	Lead: Chair RAP Working Group Support: Marketing & Communications Coordinator
	2. Establish relationship with Reconciliation WA.	February 2021	Lead: Chair RAP Working Group Support: Manager Organisational Support Services
	3. Implement strategies to engage our staff in reconciliation.	February 2021 May 2021 February 2022 May 2022	Lead: Managing Director Support: Senior Leaders (Business Leadership Group)
	4. Communicate our commitment to reconciliation publicly.	February 2021 February 2022 February 2023	Lead: Managing Director





Action	Deliverable	Timeline	Responsibility
	5. Publish the Reconciliation Australia approved North Regional TAFE RAP on North Regional TAFE Website: northregionaltafe.wa.edu.au	February 2021	Lead: Marketing & Communications Coordinator
	6. Launch RAP at events at each major campus (with attention to Aboriginal protocols - Welcome to Country and Acknowledgement of Traditional Custodians).	February 2021	Lead: Managing Director
	7. Incorporate commitment to the RAP across North Regional TAFE through employment advertisements and email signatures.	June 2021	Lead: Director Corporate Services
	8. Incorporate commitment to the RAP in North Regional TAFE Business Policies, Procedures, Forms and Documents.	June 2021	Lead: Director, Organisational Services Support: Manager Planning & Quality
	9. Include RAP awareness in the College’s induction program for staff.	February 2021	Lead: Human Resources Manager
	10. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	May 2021 September 2021 May 2022 September 2022	Lead: Managing Director Support: Senior Leaders (Business Leadership Group)
	11. Develop and implement an annual Engagement and Communication Plan to work with our Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2021 February 2022 February 2023	Lead: Managing Director Support: Director, Organisational Services
	12. Review marketing and communications flyers, publications and key public accessible reports will include Aboriginal and Torres Strait Islander artwork and images for appropriate marketing and promotions and ensure information about the artwork and artist is acknowledged and made available.	March 2021 March 2022	Marketing & Communications Coordinator
	13. Collaborate with RAP stakeholders and other like-minded organisations, such as early learning services, schools, businesses and	March 2021 October 2021	Lead: Managing Director





Action	Deliverable	Timeline	Responsibility
	Shire Councils that have developed their own Reconciliation Action Plans.		Support: Senior Leaders (Business Leadership Group)
4. Promote positive race relations through a sound understanding of the Equal Opportunity Act and anti-discrimination strategies.	1. Conduct a review of Human Resource policies, practices and procedures to identify existing anti-discrimination provisions and future needs.	June 2021	Lead: Human Resources Manager
	2. Develop, implement and communicate an anti-discrimination policy for our organisation.	June 2021	Lead: Human Resources Manager
	3. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2021	Lead: Director Organisational Services Support: Human Resources Manager
	4. Educate senior leaders (Business Leadership Group members) on the effects of racism.	September 2021	Lead: Managing Director



RESPECT

North Regional TAFE acknowledges that Aboriginal and Torres Strait Islander peoples are the First Australians and recognise that retention of traditional beliefs, cultural practices and languages are fundamental to Aboriginal and Torres Strait Islander peoples’ identity in the Kimberley and Pilbara Regions of Western Australia.

We also recognise that in all spheres of our work and influence there is respect for Aboriginal and Torres Strait Islander peoples’ strength in maintaining identity, upholding traditional law, cultural mores and an enduring obligation to kin and the land in the face of overwhelming adversity. To quote the Australian Prime Minister *“This endurance of human life and caring for country is both profound and inspiring”* ¹.

North Regional TAFE provides vocational training services to Australians of all cultures and backgrounds. We will encourage participation, celebrate our successes and reflect and learn from our mistakes. We promote mutual understanding and respect for the different histories, cultures and expectations of all members of the North Regional TAFE community.

¹ Closing the Gap Prime Ministers Report 2018, accessed online 16.03.2020

<https://www.pmc.gov.au/sites/default/files/reports/closing-the-gap-2018/sites/default/files/ctg-report-20183872.pdf?a=1>

Focus Area

North Regional TAFE has a responsibility to staff, students, communities and stakeholders to build an organisation that demonstrates a firm commitment to reconciliation. This will be achieved through providing staff with cultural learning and education experiences and professional development that will focus on Aboriginal and Torres Strait Islander people’s diverse cultures within our region and on the histories prior to, and after colonisation, inclusive of the impact on the lives of Aboriginal and Torres Strait Islanders peoples. North Regional TAFE will provide a learning environment that is respectful of the different cultures and histories of all our students and it will provide vocational education and training that provides meaningful opportunities for all students to achieve their full potential. North Regional TAFE will demonstrate respect by observing cultural protocols in all our communication.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding of the histories, and diversity of Aboriginal and Torres Strait Islander cultures in our region.	1. Conduct a review of cultural learning needs within our organisation.	June 2021	Lead: Managing Director Support: Cultural Education Project Consultant
	2. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June 2021	Lead: Managing Director Support: Cultural Education Project



Action	Deliverable	Timeline	Responsibility
			Consultant
	3. Develop, implement and communicate a cultural learning strategy for our staff.	June 2021	Lead: Organisation Development Consultant
	4. Provide opportunities for RAP Working Group members, key leadership staff (Business Leadership Group) to participate in formal and structured cultural learning.	March 2021	Lead: Managing Director Support: Human Resource Manager
	5. Embed the requirement to participate in cultural education learning in annual performance reviews and new staff inductions.	March 2021	Lead: Human Resources Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	1. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2021	Lead: Managing Director Support: Director, Organisational Services; and Organisation Development Consultant
	2. Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2021	Lead: Managing Director Support: Director, Organisational Services
	3. Develop a key contacts and stakeholder list of organisations and people that can be engaged to provide locality specific Welcome to Country and maintain respectful partnerships.	April 2021	Lead: Chair RAP Working Group Support: RAP Working Group members
	4. Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	February 2021	Lead: Managing Director Support: Director Organisational Services.





Action	Deliverable	Timeline	Responsibility
	5. Review Aboriginal and Torres Strait cultural information on support services that are available for staff at each campus and location, including internal and external other providers for support services.	June 2021	Lead: Chair RAP Working Group Support: Cultural Education Project Consultant
	6. Develop, implement and evaluate local cultural awareness resources to ensure a localised perspective and relevance to North Regional TAFE operations.	February 2021	Lead: Chair RAP Working Group Support: Cultural Education Project Consultant
	7. Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings and events.	February 2021	Lead: Managing Director
	8. Create and display an Acknowledgement of Country plaque at each North Regional TAFE campus.	November 2021	Lead: Director Corporate Services Support: Manager Facilities
	9. Develop cultural awareness resources, information pack and procedure for all staff required to undertake travel to outlying and remote communities.	May 2021	Lead: Chair RAP Working Group Support: Cultural Education Project Consultant
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories through the celebration of NAIDOC Week.	1. Schedule and hold NAIDOC celebrations on each North Regional TAFE campus.	July 2021, 2022	Lead: Managing Director Support: Director, Organisational Services; NAIDOC Event Group; Marketing & Communications Coordinator
	2. RAP Champion to provide information and acknowledge NAIDOC celebrations week with an all-staff communication.	July 2021, 2022	Lead: Managing Director





Action	Deliverable	Timeline	Responsibility
	3. RAP Working Group to participate in an external NAIDOC Week event.	July 2021, 2022	Lead: Chair RAP Working Group Support: RAP Working Group members
	4. Promote and encourage all staff participation in external NAIDOC events to all staff.	July 2021, 2022	Lead: Managing Director Support: Senior Leaders (Business Leadership Group)
	5. Promote NAIDOC Week leading up to the celebration and include promotional comments on North Regional TAFE website and email signatures leading up and during NAIDOC Week.	July,2021 July 2022	Lead: Director Organisational Services Support: Marketing & Communications Coordinator
	6. Review Human Resource policies and procedures to remove barriers to staff participating in NAIDOC Week.	July 2021	Lead: Managing Director Support: Human Resource Manager



OPPORTUNITIES

As a provider of vocational education and training, North Regional TAFE can contribute to the region by creating opportunities for change. North Regional TAFE is committed to students’ pursuing their aspirations and achieving their education goals. As the largest vocational education and training organisation in the Kimberley and Pilbara region, we have a responsibility to deliver high quality, culturally safe programs to Aboriginal and Torres Strait Islander peoples and other Australians. We will ensure our business model is responsive to the interests and economic advancement of all regional stakeholders. By being responsive to the aspirations and the needs of people, communities and businesses in our region we will create real pathways into employment and/or further education for all who study at North Regional TAFE.

Focus Area

North Regional TAFE aims to provide opportunities for Aboriginal and Torres Strait Islander peoples, with the objective of enabling participation, equity and equality in our regions’ prosperity through business and/or employment opportunities, staff career advancement This focus is in addition to our core business of delivering vocational education and training intending to support the careers of our students and the social and economic development of the industries and communities in the Pilbara and Kimberley regions of Western Australia.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	1. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2021	Lead: Director Corporate Services Support: Human Resource Manager, Organisation Development Consultant
	2. Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	November 2021	Lead: Director Corporate Services Support: Human Resource Manager, Organisation Development Consultant
	3. Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	January 2022	Lead: Director Corporate Services Support: Human Resource Manager



Action	Deliverable	Timeline	Responsibility
	4. Where applicable (50 D position recruitment) have at least one Aboriginal and Torres Strait Islander staff member as a panel member on staff recruitment selection panels.	June 2021	Lead: Human Resources Manager
	5. Advertise job vacancies so they effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2021	Lead: Human Resources Manager
	6. Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2021	Lead: Human Resources Manager
	7. Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	June 2022	Lead: Managing Director Support: Senior Leaders (Business Leadership Group)
	8. Develop a Cultural Awareness Checklist and provide to each recruitment chairperson and panel.	May 2021	Human Resources Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	1. Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	June 2021	Lead: Director Corporate Services Support: Chief Finance Officer
	2. Investigate Supply Nation membership.	June 2021	Lead: Director Corporate Services
	3. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2021	Lead: Director Corporate Services Support: Chief Finance Officer
	4. Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2021	Lead: Director Corporate Services Support: Chief Finance Officer





Action	Deliverable	Timeline	Responsibility
	5. Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2022	Lead: Director Corporate Services Support: Chief Finance Officer
10. Develop education and employment outcomes across our service area through leveraging mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. Industry, Employment Agencies and Employer Groups.	1. Continue to develop and communicate information and build awareness of training and support services to employers, employment agencies and employer groups.	February 2021 September 2022	Lead: Director, Organisational Services Support: Marketing & Communications Coordinator; Client Services Information Officers; and Jobs and Skills Centre Coordinator
11. Develop an internal and external focus of awareness for the North Regional TAFE annual Aboriginal Training Plan and work together to increase the number of Aboriginal and Torres Strait Islander students enrolling, completing a vocational education and training course of study and transitioning into further training, education or employment.	1. Develop and communicate opportunities for the delivery Vocational Training programs as identified in the Aboriginal Training Plan.	February 2021 February 2022 February 2023	Lead: Managing Director Support: Director of Training
	2. Report on outcomes for Aboriginal and Torres Strait Islander students through the Annual Report and share internally to all staff.	March 2021 March 2022	Lead: Director, Organisational Services Support: Manager Quality and Planning: and Data Administrator
	3. Coordinate Aboriginal Training Service team and Training Management areas to meet regularly to communicate and share business intelligence and information relative to community events, government and non – government initiatives that will provide opportunity for training / employment program delivery.	November 2021 November 2022	Lead: Directors of Training Support: Manager Aboriginal Training Services
	4. Proactively promote scholarships opportunity to all Aboriginal and Torres Strait Islander peoples and negotiate with external organisations and corporate enterprises to support and provide additional funds to grow and develop scholarship opportunities.	March 2021 May 2021 October 2021 March 2022	Lead: Director, Organisational Services Support: Manager Organisational Support





Action	Deliverable	Timeline	Responsibility
		May 2022 October 2022	Services; Marketing & Communications Coordinator
	5. Identify successful strategies for engaging /supporting Aboriginal and Torres Strait Islander students and then disseminate internally that learning.	February 2021 February 2022 February 2023	Lead: Director, Organisational Services Support: Cultural Education Project Consultant



GOVERNANCE, TRACKING PROGRESS AND REPORTING

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the Reconciliation Action Plan (RAP).	1. Maintain Aboriginal and Torres Strait Islander representation on the RWG.	February 2021	Lead: Chair RAP Working Group
	2. Establish and apply a Terms of Reference for the RWG.	February 2021	Lead: Chair RAP Working Group Support: RAP Working Group members
	3. Meet at least four times per year to drive and monitor RAP implementation.	February 2021 May 2021 August 2021 November 2021 February 2022 May 2022 August 2022 November 2022	Lead: Chair RAP Working Group Support: RAP Working Group members
13. Provide appropriate support for effective implementation of RAP commitments.	1. Define resource needs for RAP implementation.	February 2021	Lead: Chair RAP Working Group Support: RAP Working Group members
	2. Engage our senior leaders and other staff in the delivery of RAP commitments.	February 2021	Lead: Managing Director
	3. Define and maintain appropriate systems to track, measure and report on RAP commitments.	February 2021	Lead: Chair RAP Working Group Support: Manager Organisational Support Services
	4. Appoint and maintain an internal RAP Champion from Executive Management Team.	February 2021	Lead: Managing Director



Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	1. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2021 September 2022	Lead: Chair RAP Working Group Support: Manager Organisational Support Services
	2. Report RAP progress to all staff, Executive Management Team and Business leadership Group quarterly.	March 2021 June 2021 September 2021 December 2021 March 2022 June 2022 September 2022 December 2022	Lead: Chair RAP Working Group Support: Manager Organisational Support Services
	3. Publicly report our RAP achievements, challenges and learnings, annually in our Annual Report.	March 2021 February 2023	Lead: Chair RAP Working Group Support: Manager Organisational Support Services; and Manager Quality and Planning
	4. Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	May 2022	Lead: Chair RAP Working Group Support: Manager Organisational Support Services;
15. Continue our reconciliation journey by developing our next Reconciliation Action Plan.	1. Register via Reconciliation Australia’s website to begin developing our next RAP.	June 2022	Lead: Chair RAP Working Group





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