

Cultural Diversity Policy: Supporting Aboriginal and Torres Strait Islander Students

1. Purpose

This policy outlines DNA Kingston Training's commitment to fostering a culturally inclusive and respectful learning environment that recognises and responds to the unique histories, identities, values, and needs of Aboriginal and Torres Strait Islander peoples.

2. Scope

This policy applies to all staff, trainers, students, and education partners of DNA Kingston Training across all campuses and delivery modes.

3. Policy Principles

- 3.1 Cultural Respect: All interactions with Aboriginal and Torres Strait Islander individuals will demonstrate understanding and respect for their cultural identities and practices.
- 3.2 Cultural Safety: Our campuses and classrooms will be safe, inclusive, and free from discrimination or racism.
- Inclusion: Aboriginal and Torres Strait Islander students will be supported to actively participate in decisions affecting their learning and wellbeing.
- 3.3 Cultural Competence: All staff and trainers will undertake regular cultural competence training to better support Indigenous learners.
- 3.4 Trauma-Informed Education: Our educational approach recognises the intergenerational trauma experienced by Aboriginal and Torres Strait Islander peoples and fosters a healing-focused environment.

4. Key Commitments

- 4.1 Student-Centred Support
 - Aboriginal and Torres Strait Islander students will be supported through culturally inclusive teaching practices.
 - Students will have access to academic and personal support services and, where needed, referred to Aboriginal support networks.
- 4.2 Cultural Training for Staff
 - All staff must complete cultural awareness training within the first six months of employment.
 - Staff must include ongoing cultural awareness and responsiveness goals as part of their annual Professional Development (PD) planning and review.
 - Refresher cultural training will be offered annually or as required.
- 4.3 Community and Cultural Engagement
 - DNA Kingston will engage with local Aboriginal communities and Elders to inform course delivery and student support.
 - Feedback from Aboriginal and Torres Strait Islander students will be gathered to enhance inclusivity.
- 4.4 Equity and Access
 - Proactive efforts will be made to reduce barriers to participation, including:
 - Flexible delivery options
 - Financial hardship support (where applicable)
 - Culturally appropriate learning materials
 - Workplace Learning and Placement
- 4.5 Placement settings must demonstrate culturally respectful practice.

- 4.6 DNA Kingston will support students in ensuring placement obligations accommodate cultural responsibilities, including [Sorry Business](#).

5. Responsibilities

Management Team:	Policy implementation and monitoring; approve PD actions
Trainers/Assessors:	Deliver culturally respectful training; identify and support Indigenous needs
Support Services Team:	Provide culturally appropriate advice and referrals
All Staff:	Complete cultural training and engage in inclusive professional practice
Students:	Engage respectfully and contribute to an inclusive learning environment

6. Monitoring and Evaluation

- 6.1 Staff completion of cultural training is tracked through their PD / Training Register and reviewed as part of performance appraisals.
- 6.2 Aboriginal and Torres Strait Islander student feedback and outcomes are reviewed regularly.
- 6.3 Continuous improvement planning includes cultural inclusion goals.

7. Legislative and Compliance Framework

This policy aligns with:

- Standards for RTOs 2025
- National Vocational Education and Training Regulator Act 2011
- Education Services for Overseas Students (ESOS) Act 2000
- Equal Opportunity Act 1984 (WA)
- [Closing the Gap Strategy](#)

Kingston Training and Employment Pty Ltd

RTO 6811 CRICOS 02899B

Policy Title	Cultural Diversity Policy: Supporting Aboriginal and Torres Strait Islander Students
Policy Renewal	Every 2 years
Responsibility	Compliance Manager

Record of updates and changes

Version No.	Issue Date	Nature of Amendment
Version 01	July 2025	Materials designed