

Policy Name:	Aboriginal and Torres Strait Islander Participation
Policy No.	SP1.0
Issued:	20 March 2023
Reviewed:	

Purpose

To state HITsa's commitment to improving the lives of Aboriginal and Torres Strait Islanders through participation in vocational learning and employment

Areas Affected

All-of-business

General

HITsa recognises the rich Aboriginal and Torres Strait Islander heritage of this country and acknowledge the Traditional Custodians of the land on which we work and live.

We pay our respects to their Elders both past and present and extend that respect to all Aboriginal and Torres Strait Islander people.

HITsa acknowledges the past, recognises the present and looks forward to contributing to a brighter future by identifying opportunities to increase Aboriginal and Torres Strait Islander participation and employment outcomes.

Our ongoing commitment is demonstrated through

- Growing cultural awareness and understanding across our organisation with all staff undertaking regular cultural awareness training
- Implementing employment and recruitment processes that in no way disadvantage Aboriginal and Torres Strait Islander candidates
- Consult with knowledgeable and experienced facilitators to develop and deliver tailored training opportunities to Aboriginal and Torres Strait Islander people
- Establishing and nurturing partnerships with representative organisations including
 - Tauondi Aboriginal College who provide support and mentoring to all students currently engaged in training with HITsa
 - Holding representation on the Aboriginal Employment Industry Cluster Program as a preferred provider of training

END

Date	Version	Amendment(s)
20.03.23		Original Document – Replaces HITP0122/2