



Australian Government

Department of the Prime Minister and Cabinet

INDIGENOUS EDUCATION STATEMENT

OVERVIEW

The Department of the Prime Minister and Cabinet (PM&C) requires information from higher education providers relating to their 2013 outcomes and future plans to meet ongoing responsibilities for Aboriginal and Torres Strait Islander student achievement in higher education.

These responsibilities include assessing and reporting on progress towards improved educational outcomes for Aboriginal and Torres Strait Islander peoples as set out in the goals of the [National Aboriginal and Torres Strait Islander Education Policy](#).

The Indigenous Education Statement is also used to determine providers' eligibility for Indigenous Support Program (ISP) funding. Please refer to the *Higher Education Support Act 2003 – Other Grants Guidelines (Education) 2008* which details ISP grant conditions. There are three conditions of eligibility for ISP - Table A providers must demonstrate to PM&C that they:

- Have implemented strategies for improving access, participation, retention and success of Aboriginal and Torres Strait Islander students;
- Have increased participation of Aboriginal and Torres Strait Islander peoples in the provider's decision-making processes; and
- Have an Aboriginal and Torres Strait Islander employment strategy.

Providers in receipt of ISP funding are also required to provide PM&C with a report on the expenditure of the grant amount. The expenditure report for 2013 ISP funds is included within this document.

It is recommended that the format for the Indigenous Education Statement is followed to ensure providers report against all relevant criteria. However, this should not limit providers who wish to report on a wider range of matters.

The Indigenous Education Statement is **due by 31 May 2014**.

Please submit electronic documents by email at scholarships@pmc.gov.au

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The Australian National University

Tjabal Indigenous Higher Education Centre

SECTION 1 OBJECTIVES FOR INDIGENOUS HIGHER EDUCATION

ACHIEVEMENT OF NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER EDUCATION POLICY (AEP) GOALS IN 2013 AND PLANS FOR FUTURE YEARS

The ANU is committed to the providing opportunities for Indigenous people to achieve educational excellence. The ANU has developed an educational approach which promotes respect for Indigenous culture and heritage and recognises its richness. This approach is part of all the University's educational programs.

ANU encourages Indigenous students to study across the entire range of academic disciplines.

There are three key educational objectives at the core of the ANU approach to Indigenous education:

- the pursuit of excellence in the provision of educational services;
- quality of learning and exemplary standards of professional education; and
- continual promotion of culture and heritage which underpins cultural identity and social justice in a culturally diverse Australia.

Embedding Indigenous perspectives in the curriculum is an important aspect of supporting the participation of Indigenous people in higher education. The inclusion of Indigenous perspectives in the curriculum promotes respect for Indigenous traditional and contemporary culture and assists all students to understand the Indigenous point of view. Importantly, the inclusion of Indigenous perspectives can challenge traditional western perspectives on Indigenous epistemologies and cultures. ANU continues to work towards the inclusion of Indigenous perspectives in diverse curricula and not just that which is Indigenous specific.

The ANU has a number of research centres with a focus on Indigenous people and culture. The research programs of these centres draw in significant number of Higher Degree Research students, many of whom will go on to become the next generation of Australian university academics. The National Centre for Indigenous Studies (NCIS) is recognised as the preeminent academic institute for inter-disciplinary research in fields that are of particular relevance to Indigenous Australians. The NCIS works closely with ANU research and teaching centres including the Centre for Aboriginal Economic Policy and Research (CAEPR), Australian Centre for Indigenous History, School of Archaeology and Anthropology and the School of Music.

The ANU strives to provide a learning environment that enables strong and mutually beneficial partnerships to be built and where all students can realise their potential. This facilitates the sharing of knowledge and ideas and provides an opportunity for non-Indigenous students to learn about the past, explore the current circumstances of Indigenous Australia and look to the future.

The ANU Colleges work closely with the Tjabal Indigenous Higher Education Centre (TIHEC) in the pursuit of educational excellence. Current data indicates that the Indigenous student cohort in undergraduate programs is maintaining a credit/distinction average. Data also shows that students undertaking postgraduate studies are successfully engaging and completing their chosen programs.

TIHEC sits within the portfolio of the Pro-Vice Chancellor (Student Experience) who reports to the Deputy-Vice Chancellor (Academic). This structure ensures that TIHEC has a direct line of communication to the senior executive of the University.

The ANU Reconciliation Action Plan can be found online at <http://reconciliation.anu.edu.au/>

1. Establish effective arrangements for the participation of Aboriginal and Torres Strait Islander peoples in educational decision-making.

The following university committees include Indigenous representatives:

- Academic Board, the University's peak academic committee
- the University Research Committee
- the University Education Committee and the Quality and Standards and Student Experience sub-committees
- the University Access and Equity Committee
- the Deans and Directors Committee where the Director, NCIS, is a member
- ANU RAP Committee
- ANU RAP Implementation Working Party
- Vice-Chancellor's Staff Awards Committee
- Student Reconciliation Awards Committee

Other University committees and organisations with Indigenous representation include:

- ANUSA - ANU Student Association
- PARSA - Postgraduate and Research Student Association
- College RAP Committees

The Senior Consultant (Indigenous Employment), in the Division of Human Resources, is an observer on the ANU RAP Committee and assists Academic Colleges and Divisions in attracting and retaining Indigenous employees and provides advice on Indigenous employment matters.

The Director of TIHEC is a member of several of the committees listed above. There is ongoing consultation with the Director across a range of subjects pertaining to Indigenous issues and educational developments. An example of this was the 2012 working party established by the Deputy Vice Chancellor (Academic) to develop ANUPrep, a new academic program designed to provide a pathway into the ANU for both Indigenous and other equity groups. In 2013 seven Indigenous students successfully completed the program (8 enrolled) with 3 gaining entry to the Associate Degree program offered by the ANU College in Semester 2, 2013. Another 3 participants deferred their studies until a later date. Two of the students maintained a Distinction/High Distinction average in the Associate Degree which allowed them to be considered for entry into a Bachelor Degree program.

2. Increase the number of Aboriginal and Torres Strait Islander peoples employed as academic and non-academic staff in higher education institutions.

Supporting Aboriginal and Torres Strait Islander staff:

The primary responsibility of the Senior Consultant (Indigenous Employment) is to attract, retain and support Aboriginal and Torres Strait Islander staff at ANU. The ANU has an Indigenous Employment Policy and an Indigenous Employment Strategy. <http://hr.anu.edu.au/staff-equity/aboriginal-and-torres-strait-islander-staff/employment-strategy>

The Australian National University Enterprise Agreement 2013-2016 (ANUEA 13-16) Indigenous Employment Clause (clause 63) commits the University to achieving Indigenous employment targets contained in the Reconciliation Action Plan (RAP) and the University's Strategic Plan: *ANU by 2020*. This target is to achieve an Indigenous employment rate which is the same as the Indigenous population, namely 2.2%, by 2020. It is currently 0.68%. An Indigenous Employment Plan is currently being developed to document the strategies and timeframes to assist in achieving this goal.

To assist in reaching these targets, in 2013 the Vice-Chancellor agreed to chair a RAP oversight committee with representatives from key areas of the University including Indigenous representation. This committee will enable the Vice-Chancellor to work directly with the Deans and share industry wide initiatives and information.

The University will continue to work with Aboriginal and Torres Strait Islander staff and communities, external organisations and agencies to deliver and monitor Aboriginal and Torres Strait Islander employment within the University.

Key performance indicators have been developed and both Colleges and administrative divisions have been allocated Indigenous Employment Targets and the percentage of Indigenous staff has been included as a Key Performance Indicator across the ANU to support the employment levels of indigenous staff.

The total number of Indigenous self- identified staff is 65 (both ongoing and casual appointments).

College/ Division	Academic	Professional	Casual	College/ Division TOTAL
Alumni Relations and Philanthropy			1	1
College of Arts and Social Sciences	4	1	8	13
College of Asia and the Pacific		4	2	6
College of Business and Economics			1	1
College of Engineering and Computer Science			1	1
College of Law	3		3	6
College of Medicine, Biology and Environment	1	3	3	7
College of Physical and Mathematical Sciences	1		2	3
Division of Student Life		1		1
Division of Student Administration		6	6	12
Facilities and Services		1	2	3
Finance and Business Services		1		1
HR Division (<i>incl. casual pool</i>)		3	2	5
IT Services		1		1
Scholarly Information Services		2		2
University House		1	1	2
TOTAL	9	24	32	65

3. Ensure equitable access of Aboriginal and Torres Strait Islander students to higher education.

Student recruitment has continued to be a focus of TIHEC. Undergraduate enrolments have continued to increase slowly with TIHEC staff supporting students at both the undergraduate and the postgraduate coursework levels. TIHEC continues to work with Colleges on their engagement and retention strategies for Indigenous students. A number of new accommodation scholarships sponsored by Colleges and the Executive has resulted in increased numbers of students accessing on campus accommodation.

The ANU Preparatory Program is offered by the ANU College and has been endorsed by the University Executive. The Program provides Indigenous students with a clear and accessible pathway into the University. This Program was developed by the TIHEC in conjunction with the ANU College and Office of Student Equity. This new pathway for Indigenous students paves the way for a number of high school students who did not complete a tertiary package to participate in the program with an assured place in the Associate Degree on successful completion of the program. The Associate Degree, which is a sub-degree program, provides a supported study environment for students and is designed to bring them to a level where they can successfully undertake Bachelor Degree study at ANU within two years. The availability of this program provides an excellent alternative entry strategy to the ANU for Indigenous students.

ANU Secondary College (which became ANU Extension in 2014) is the University's extension program for senior secondary students. Students enrolled in the program can take courses in sciences, mathematics and Asian languages. Students who complete the program are able to articulate into an ANU Bachelor Degree program and receive credit towards the Bachelor Degree for the studies successfully completed. The results from the courses studied can also be used in the calculation of the ATAR. Several Indigenous students have completed the program in recent years, with one Indigenous student completing in 2013.

The ANU has provided a link from the ANU homepage to an Indigenous page which outlines the RAP but also highlights the NCIS and the TIHEC.

Commencing Aboriginal and Torres Strait Islander students*

	2012	2013
Aboriginal and Torres Strait Islander students	53	57
Non Aboriginal and Torres Strait Islander students	8,110	8,628

Note: Please use student numbers that you reported to HEIMS.

4. Achieve the participation of Aboriginal and Torres Strait Islander students in higher education, at rates commensurate with those of other Australians.

The ANU RAP has targets for Indigenous students set at 2.2% which is consistent with the Behrendt report around parity. Each College RAP has specific targets at the local level. A number of Colleges have developed Indigenous engagement and retention strategies. During 2013 there has been an enhanced approach to achieving these targets and the RAP Committee is now chaired by the Vice-Chancellor, Professor Ian Young AO. This approach is designed to establish a better strategic direction to increase Indigenous enrolments.

The total number of Aboriginal and Torres Strait Islander enrolments for 2012 and 2013 is as follows:

	2012	2013
Aboriginal and Torres Strait Islander students:	152	163
Non Aboriginal and Torres Strait Islander students:	19,935	20,766

5. Enable Aboriginal and Torres Strait Islander students to attain the same graduation rates from award courses in higher education as for other Australians.

The TIHEC currently administers the Indigenous Tutorial Assistance Scheme (ITAS). All Indigenous final year and, where possible, graduate students are offered positions as ITAS tutors for commencing and continuing Indigenous students. All non-Indigenous ITAS tutors undertake training in Indigenous Australian cultural awareness.

The ANU is committed to providing the best tuition to Indigenous students and supports Indigenous student tuition beyond the Department of Education's minimum requirement. In 2013 the ANU contributed additional funding to the ITAS program to employ postgraduate students as ITAS tutors. In recognition of the need for continuity in service delivery, and in line with the ANU RAP ethos of personalising the Indigenous Education experience of each Indigenous student at the ANU, the University employs a full-time ITAS Coordinator in TIHEC.

The TIHEC also provides support and access to a range of scholarships including:

- Indigenous Commonwealth Education Costs Scholarships (I-CECS)
- Indigenous Commonwealth Accommodation Scholarships (I-CAS)
- Indigenous Access Scholarship (IAS)

- Freilich Indigenous Student Scholarship in Law

- Leonard Broom Scholarship
- Nugget Coombs Scholarships for Indigenous Australian Students
- Rotary-Alf Gillespie Scholarship for Indigenous Australian Undergraduate Student
- Joseph and Lindsay Croft Memorial Scholarship
- Elspeth Young Memorial Bequest Grants
- St Vincent de Paul ANU Alumni Indigenous Scholarship
Indigenous Australian Graduate Scholarship
- Indigenous Reconciliation PhD Scholarship
- Ken Wanganeen Scholarship
- Judith Wright Scholarship
- John XX111 College Scholarships
- Tjabal Accommodation Scholarships

Number of award course completions by

	2012	2013
Aboriginal and Torres Strait Islander students: (Higher Degree)	1	2
Non Aboriginal and Torres Strait Islander students: (Higher Degree)	336	359
Aboriginal and Torres Strait Islander students: (Other postgraduate)	18	19
Non Aboriginal and Torres Strait Islander students: (Other postgraduate)	3,271	3,641
Aboriginal and Torres Strait Islander students: (Bachelor degree)	19	24
Non Aboriginal and Torres Strait Islander students: (Bachelor degree)	2,656	2,465

6 To provide all Australian students with an understanding of and respect for Indigenous traditional and contemporary cultures

ANU continues to work towards the inclusion of Indigenous perspectives across the entirety of the curriculum and not just those parts of it that are Indigenous specific. An example of this approach is the Vice-Chancellor's courses which incorporate Indigenous content and perspectives and are recognised as the preeminent interdisciplinary courses for high achieving undergraduates at ANU.

Aboriginal and Torres Strait Islander higher education strategies coupled with the higher degree by research programme cut across several disciplines with an interest in Indigenous studies at ANU. The National Centre for Indigenous Studies (NCIS) promotes excellence in teaching and research in Indigenous studies. It facilitates postgraduate Indigenous studies and research on Indigenous themes both across ANU and in many other educational and research institutions. NCIS is an enrolment centre and has a growing cohort of higher degree research students in studies on Indigenous Australia. The ANU is committed to increasing the number of Aboriginal and Torres Strait Islander academics and in 2013 the University executive indicated its support for providing academic pathways for students interested in research based careers.

The Director of NCIS, Professor Mick Dodson AM, is a member of the University Academic Board and the University Research Committee which is the peak advisory committee for all University research initiatives, policies, programs, monitoring and reporting. He is also a member of the Deans and Directors Committee which meets regularly with the Vice-Chancellor (or delegate) and can therefore represent Indigenous issues directly at University Executive level.

Tjabal Centre Community Engagement

In 2013 TIHEC continued its Community Engagement Program with Aboriginal communities across NSW and the ACT. The Community Engagement program has been specifically developed to target young secondary students and provide them with information to assist them in planning their careers and future study. A number of events are held each year at ANU specifically to engage with Indigenous students and to provide an awareness of not just the ANU, but other places as an option for further study.

Outreach activities are a key initiative of TIHEC and in 2013 as a result of data collection the TIHEC was able to effectively engage with Indigenous students enrolled across the local catchment area of the ACT and outlying regions. Identifying this cohort of students allowed TIHEC to engage more effectively with schools and establish improved lines of communication between the schools and ANU.

TIHEC has visited schools and hosted school visits to the campus and academic Colleges. This cycle of continuous engagement allows the TIHEC to develop close relations with the schools and assist students in planning for entry into university studies.

In 2013 TIHEC continued to develop College-based support mechanisms for ANU Indigenous students. As in previous years the Centre has worked very closely with the Colleges to identify students at risk. Students so identified are referred to TIHEC where a support plan is developed should the student accept the support.

Academic Support

TIHEC provides a meeting place for Aboriginal and Torres Strait Islander students studying at the Australian National University in Canberra with staff strongly committed to improving education outcomes that benefit Australian Indigenous communities. The Centre provides a range of services not limited to, but including the following:

- recruitment of Aboriginal and Torres Strait Islander students;
- retention by having a dedicated Academic and Studies Coordinator to assist each student on campus;
- participating in graduation ceremonies and providing support to both students and families leading up to and including graduation days
- supporting the teaching and learning of Indigenous students; and
- undertaking advocacy on issues of concern to the Indigenous students and community.

A redesign of the student centre increased the study areas available for students – the centre is available to students on a 24 hours a day with student access to all the facilities. Students who attend the Centre work in a diligent manner and are supported in a culturally safe environment. Although students have access to the Centre this does not preclude them from working and engaging with the whole of ANU community. Students are encouraged to avail themselves of opportunities that are available to all ANU students.

Academic support is a principal foundation of the TIHEC and student results clearly demonstrate how successful this support is. A recent review of student achievement clearly demonstrated the majority of students were maintaining a credit/distinction average across their later years study. There has also been an increase in the number of graduates choosing to enter into Honours and postgraduate studies.

SECTION 2 EXPENDITURE OF INDIGENOUS SUPPORT PROGRAM GRANT (Attachment 1)

Please use the financial acquittal template attached to report on the expenditure of your institution's ISP grant for 2013, noting that a breakdown of expenditure is required. Where ISP expenditure does not match the audited annual financial statements for the year ending 31 December 2013 provided under section 19-10 of *Higher Education Support Act 2003*, please provide a reconciliation.

This ISP report is a legislated requirement, under the *Higher Education Support Act 2003 – Other Grants Guidelines (Education) 2008*.

SECTION 3 HIGHER EDUCATION PROVIDER'S CONTACT INFORMATION

Please nominate contact officers for all policy and operational matters regarding your Indigenous Education Statement, including name(s), position title, phone number and email address.

Where your Indigenous Education Unit has been consulted in the development of this Indigenous Education Statement, please provide the contact details of the relevant staff member.

University Officer	Indigenous Education Support Unit Officer
Name: Professor Richard Baker	Name: Anne Martin
Position Title: Pro-Vice Chancellor	Position Title: Director
Phone Number:6125 4873	Phone Number:6125 1742
Email:richard.baker@anu.edu.au	Email:anne.martin@anu.edu.au

SECTION 4 PUBLICATION OF THE STATEMENT

Following approval of the IES by PM&C, providers **are to publish** the current and the previous two IES on their website. Please provide PM&C with a link to the statement.



Australian Government

Department of the Prime Minister and Cabinet

FINANCIAL ACQUITTAL

Organisation	The Australian National University		
Postal Address	Building 10, Chancelry Building, ANU, Canberra, ACT, 0200		
Contact Person	Professor Richard Baker	Title	Pro-Vice Chancellor
Phone	6125 4873	Fax	
		E-mail	pvc.se@anu.edu.au

Financial Acquittal

This financial acquittal proforma is designed to acquit all ISP Funds provided in 2013, including all interest or royalties/income derived from ISP Funds during 2013.

Attachment	Checklist
1 Indigenous Support Program (ISP)	<input type="checkbox"/>

For each Attachment:

- Part A seeks information on the GST component of funding provided to you under that element, if applicable.
 - If GST is paid to you, the amount of GST funding which is included in each payment is set out in a Recipient Created Tax Invoice (RCTI) issued to you at the time of the payment. You must state whether these amounts have been remitted to the Australian Taxation Office (ATO) or committed for payment to the ATO.
 - If GST is *not* paid to you, *do not complete Part A*.
- Part B seeks information about the funding received and expenditure and commitments, exclusive of any GST. Do not include the GST component of any expenditure in this part.

Certification

Complete this certification after you have completed the Financial Acquittal for any ISP funding which you have received in 2013 and after you have entered all relevant information in the Assets Register.

ISP FUNDING RECIPIENT'S CERTIFICATION

I, (print name of chief officer or equivalent)

(print position title)

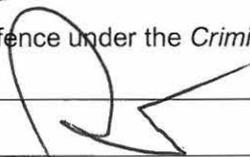
certify that:

- (i) the details shown in this financial acquittal form and the accompanying pages - including the details of assets acquired and disposed of - represent a complete, true and correct summary of transactions that took place during the funding year under the Indigenous Education Program (ISP);
- (ii) Funds were spent on activities and initiatives to achieve the outcomes/targets indicated in the *Higher Education Support Act 2003*;
- (iii) any interest earned or royalties/income derived from these Funds was expended on activities to advance the objects of the *Higher Education Support Act 2003*; and

I understand that:

- (i) in the event that I have not remitted GST paid under the Agreement to the Australian Taxation Office, that it is my obligation to remit those amounts, as required under the *A New Tax System (Goods and Services Tax) Act 1999*; and
- (i) it is an offence under the *Criminal Code Act 1995* to provide false or misleading information.

Signed:



Date:

Privacy Notice

The Department of the Prime Minister and Cabinet (PM&C) collects your personal information (including your name, organisation and contact details) for the purposes of administering Indigenous Education Programs. PM&C will not otherwise use or disclose your personal information without your consent unless required or authorised by or under law.

When you have completed this certification, please ensure that the following counter-certification is completed to provide an external assurance about the information which you have provided.

ATTACHMENT 1 - Indigenous Support Program

Provider Name: Australian National University

For the 2013 funding year (1 January - 31 December 2013).

PART A – If applicable, Goods and Services Tax (GST) paid under the Agreement:

1. If applicable, GST received by you in 2013 as part of the Indigenous Support Program funding under the <i>Higher Education Support Act 2003</i> . This amount is stated on your Recipient Created Tax Invoices (RCTIs).	\$0	
2. If applicable, GST remitted or committed for payment to the Australian Taxation Office (ATO) (in the remittance instalments shown below)	\$0	
Amount remitted: \$	Amount remitted: \$	Amount remitted: \$
Date remitted: / /	Date remitted: / /	Date remitted: / /

PART B - Acquittal Summary Details (excluding GST):

INCOME

1. Unexpended Indigenous Support Program funds from 2012 which were committed for expenditure prior to 31/12/2012.	\$
(+) 2. Unexpended and uncommitted Indigenous Support Program funds from 2012 which were approved for expenditure in 2013.	\$72,434
(+) 3. Indigenous Support Program funds provided in 2013. These amounts appear on Recipient Created Tax Invoices (RCTIs) or Payment Advice Letters.	\$661,000
(+) 4. Interest, royalties and other income derived from Indigenous Support Program funds in 2013.	\$
(=) 5. Total Indigenous Support Program funds to be acquitted in 2013.	\$733,434

EXPENDITURE

6. Total Indigenous Support Program expenditure in 2013, <u>excluding any GST</u> .	\$733,434
(+) 7. Unexpended Indigenous Support Program funds which were committed for expenditure prior to 31/12/2013.	\$
(+) 8. Requested carryover into 2014 of unexpended Indigenous Support Program funds which were not committed for expenditure by 31/12/2013 – written approval date /.../2014. ¹	\$
(=) 9. Total Indigenous Support Program Funds which by 31/12/2013 were fully expended and/or committed for expenditure.	\$733,434
10. Returns of 2013 Indigenous Support Program Funds by 31/12/2013.	\$
11. Balance of Funds for 2013 (Unexpended/uncommitted Indigenous Support Program funds to be returned or recovered from 2014 entitlements).	\$
12. Balance of provider's Indigenous Support Program bank account or cost centre as at 31/12/2013.	\$

¹ The Department will only approve the rollover of unspent funds in exceptional circumstances.

Section 7 – Breakdown of ISP Expenditure (excluding GST):

Salaries	\$528,393
Student Engagment	\$72,750
Administration and Centre Support	\$132,291
(=) Total 2013 ISP Program Expenditure	\$733,434

Optional Information – Breakdown of Non-ISP expenditure to support Aboriginal and Torres Strait Islander students.

Salaries – enabling program	\$57,265
Office Expenses	\$23,548
Publications	\$2,900
Scholarships	\$53,000
Small Works and Fittings	\$135,682
ITAS Gap funding	\$111,268
(=) Total of Non-ISP expenditure	\$383,663