

# First Nations Policy

## Policy Statement

Real Estate Training Solutions acknowledges the Traditional Custodians of the lands on which we work and learn. We pay our respects to Elders past, present, and emerging. RETS is committed to creating a culturally safe and inclusive environment for First Nations peoples through cultural awareness and inclusive education practices.

## Purpose

This policy outlines Real Estate Training Solutions commitment to supporting First Nations peoples and fostering a culturally safe and inclusive environment. It aligns with Standard 2.5 of the 2025 Standards for RTOs and aims to ensure equitable access and participation in vocational education and training.

## Scope

This policy applies to all Real Estate Training Solutions staff, students, trainers/assessors, contractors, and third-party partners involved in training delivery and assessment.

## Definitions

- First Nations Peoples: Aboriginal and/or Torres Strait Islander peoples who identify as such and are accepted as such by their community.
- Cultural Safety: An environment that is spiritually, socially, and emotionally safe, as well as physically safe for people; where there is no assault, challenge, or denial of their identity.
- Cultural Competence: The ability of individuals and systems to respond respectfully and effectively to people of all cultures, backgrounds, and languages.

## Guiding Principles

- Respect for First Nations knowledge, history, and culture
- Commitment to cultural safety, equity, and reconciliation
- Active inclusion and empowerment of First Nations voices in VET

## Cultural Safety Commitments

At Real Estate Training Solutions, we are committed to ensuring that First Nations Peoples are fully respected, included, and supported throughout their learning journey, whether toward a successful traineeship, vocational qualification, or lifelong learning goal.

We provide a respectful, safe, and culturally sensitive environment that recognises and honours the strengths, experiences, and cultural obligations of First Nations learners. As part of this commitment:

- We offer flexible learning arrangements to support cultural or community responsibilities.
- We maintain culturally appropriate content across our training and assessment materials.
- Our student support services are accessible, inclusive, and culturally safe for all learners.
- We ensure all communications reflect inclusive language that respects First Nations identity and culture
- All First Nations learners have access to information regarding various support structures and organisations available to help ensure their learning success. (Appendix 1)

RETS will:

- Speak respectfully about First Nations peoples and their contributions
- Acknowledge the unique experiences and barriers faced by First Nations learners
- Provide a culturally safe onboarding/induction process for First Nations students
- Provide contact details for student support who are available during business hours to offer support and coaching for all our learners
- Where possible engage with local First Nations communities to understand and respond to learner needs if needed

## Monitoring and Evaluation

- Collect and analyse feedback from all learners inclusive of First Nations learners
- Conduct regular reviews of this policy
- Maintain records of onboarding, student support contact and feedback to evaluate support effectiveness

## Appendix 1:

### Additional Support for First Nations Trainees

First Nations learners enrolled in a traineeship program through RETS may be eligible for additional mentoring and support provided by the national network of Apprentice Connect Australia providers.

These providers are funded by the Australian Government to help connect trainees, employers, and training organisations across the country. They also collaborate with government departments and regional services to ensure learners receive the guidance and support needed for success.

Many providers offer dedicated support staff and culturally responsive services tailored to the needs of First Nations trainees.

If you're unsure which Apprentice Connect Australia provider supports your traineeship, just reach out to us, we're happy to assist.

To learn more, visit the Apprentice Connect Australia website or contact a provider directly:

[www.apprenticeships.gov.au](http://www.apprenticeships.gov.au)

[www.apprenticeshipsupport.com.au](http://www.apprenticeshipsupport.com.au)

[www.megt.com.au](http://www.megt.com.au)