

Diversity and Inclusion Policy

Approved by: Director, Safety Wellbeing and Inclusion

Approval date: 13 June 2025

Next review due date: 13 June 2028

Acknowledgement of Country

In the spirit of reconciliation, TAFE NSW acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of Country throughout Australia and their connections to land, sea, and community. We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Section 1. Purpose

The purpose of this policy is to outline TAFE NSW's commitment to diversity and inclusion, define the responsibilities of all employees and contractors, and provide a framework for creating an inclusive workplace culture that reflects the communities we serve.

TAFE NSW is committed to fostering a diverse, inclusive, and equitable workplace where all individuals feel respected, valued, and empowered to contribute. This policy outlines our strategic approach to embedding diversity and inclusion into all aspects of our operations.

Section 2. Scope

This policy applies to all TAFE NSW employees, contractors, volunteers, and any individuals engaged in TAFE NSW activities, regardless of location or employment status.

Section 3. Policy statements

- 3.1 TAFE NSW is committed to creating a workplace where dignity, trust, respect, and the promotion of diversity and inclusion is valued. The Code of Conduct reinforces this commitment, and it is consistent with TAFE NSW values.
- 3.2 The principles that support our culture are:
 - a. We champion a TAFE NSW culture that is supportive, collaborative, and customer-focused, where every employee is valued for their unique contributions, and where all employees are valued for their contributions.
 - b. We are committed to providing an environment that is culturally safe where all our people feel spiritually, socially, and emotionally safe.
 - c. We unlock the full potential of our people to deliver the skills of the future, recognising that diverse perspectives drive innovation and excellence.
 - d. We invest in building capability and foster a culture of continuous learning, enabling all employees to grow, contribute meaningfully, and achieve their best.

- e. We expand employment and inclusion opportunities for Aboriginal and Torres Strait Islander peoples, embedding cultural respect and reconciliation into our everyday practices.
- f. We build a workforce that reflects our diverse communities and create inclusive opportunities for people experiencing intersecting forms of disadvantage.
- g. We are accountable for creating a workplace free from discrimination, bias, prejudice, and racism. We empower our people to uphold these standards.
- h. We will set measurable goals and regularly assess our progress using employee feedback and data to drive continuous improvement.
- i. Diversity and inclusion is a continuous journey for TAFE NSW, and we aim to be an employer of choice and be known for our inclusive culture and diverse workforce through the implementation of our diversity and inclusion plans.

3.3 Our diversity and inclusion priorities are informed by consultation with key stakeholders, including staff networks, analysis of students and employee data, and insights from the People Matter Employee Survey (PMES).

Section 4. Responsibilities

4.1 TAFE NSW has an ongoing commitment, and future diversity and inclusion priorities will be determined by analysing employee and student data, consultation with employees, feedback from staff networks, and external consultation.

Section 5. Governance information

Governance	Details
Legislation, regulations, and standards	<ul style="list-style-type: none"> a. National Vocational Education and Training Regulator (Outcome Standards for Registered Training Organisations) Instrument 2025 b. Higher Education Standards Framework (Threshold Standards) 2021 c. Government Sector Employment Act 2013 (GSE Act) d. Disability Discrimination Act 1992 e. Anti-Discrimination Act 1977

Governance	Details
Related documents	<ul style="list-style-type: none"> a. TAFE NSW Code of Conduct b. TAFE NSW Diversity and Inclusion Belonging Plan c. TAFE NSW Innovate Reconciliation Action Plan 2023-2025 d. TAFE NSW Closing the Gap Action Plan - Horizon 3- Building on strong foundations e. TAFE NSW Disability Inclusion Action Plan f. TAFE NSW Closing the Gap Action Plan g. TAFE NSW Gender Equity Action Plan 2025 h. TAFE NSW Multicultural Plan 2020-2022
Accountable Officer	Chief People Officer
Responsible Officer	Director, Safety Wellbeing and Inclusion
Content Manager number	DOC18/127297
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Section 6. Definitions

Word	Definition
Access	Access refers to the ability of all individuals to participate fully and equally in education, employment, and services. It involves removing physical, systemic, and attitudinal barriers that prevent inclusion.
Disadvantage	Disadvantage refers to the reduced access to opportunities, resources, or outcomes experienced by individuals or groups due to social, economic, cultural, or structural factors. This can include barriers related to poverty, disability, discrimination, or marginalisation.
Diversity	Differences such as age, gender, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.
Equity	Equity means providing individuals with the resources and support they need to succeed, recognizing that different people face different barriers. It focuses on fairness by addressing systemic inequalities and tailoring opportunities to individual needs.
Equality	Equality means treating everyone the same and giving everyone the same opportunities. While it promotes uniform access, it does not account for the different starting points or challenges people may face.

Word	Definition
Inclusion	Is the practice of valuing and respecting all people and the unique qualities and perspectives they offer.
Intersectionality	Intersectionality is the understanding that people can experience multiple and overlapping forms of disadvantage or discrimination based on aspects of their identity, such as race, gender, disability, sexuality, and socio-economic status. It recognises that these experiences are interconnected and cannot be examined in isolation.

Section 7. Document history

No.	Effective	Approved by	Amendment
1	3 September 2018	General Manager People and Safety	New policy to support the TAFE NSW Diversity and Inclusion Strategy.
2	13 June 2025	Director, Safety and Wellbeing	Immaterial updates: correction to hyperlinks and position titles to reflect TAFE NSW operational model 2025, update to current TAFE NSW template.