



Curtin University Access and Participation Plan, 2021

1. Equity outcomes and strategies

The Curtin University Access and Participation Plan 2021 (The Plan) provides an operational framework for progressing student diversity, equity, and inclusion, embedded within Curtin's Strategic Plan 2017-2022. The Plan details targeted initiatives to support the access, participation and success of people from Low Socio-Economic Status (LSES) and Regional/Remote (RRR) backgrounds, as well as Indigenous Australians. The Plan sets out how Curtin will meet its obligations under State and Federal equity legislation and policy including expenditure of Higher Education Participation and Partnerships Program (HEPPP) funding. The Plan supports the following objectives, reflecting the four key stages of the student lifecycle.

1. **Pre-access:** Partner with Schools and communities to attract students from LSES, RRR and Indigenous Australian backgrounds to Higher Education (HE), by developing positive attitudes towards HE, increasing awareness and understanding of HE as a viable post-school option, and supporting the development of capabilities applicable to undergraduate entry.
2. **Access:** Enrol students from LSES, RRR and Indigenous Australian backgrounds at Curtin University, through application and admissions support, alternative entry and ATAR bonus schemes, and Enabling Programs.
3. **Participation:** Retain students from LSES, RRR and Indigenous Australian backgrounds, by facilitating an inclusive and supportive learning environment, and targeted academic support programs.
4. **Progress and attainment:** Place graduates from LSES, RRR and Indigenous Australian backgrounds in employment or further study, by supporting students to develop learning/career goals, and to obtain practical and relevant experience that will position them as attractive to employers.

Supplementing the above objectives, the effectiveness and impact of The Plan is supported by a further overarching objective:

5. **Strategy management and evaluation:** Develop, implement and evaluate strategic student equity plans and activity to meet the particular needs of the Curtin community and deliver quality outcomes for a diverse student population.

2. Key activities

Table 1 lists the key activities that will deliver an increase in the access, participation and success of students from LSES, RRR and Indigenous backgrounds.

Table 1. Curtin University Access and Participation Activities

Student Lifecycle Stage/Objective	Activity
Pre-access	Curtin Addressing Higher Educational Access Disadvantage (AHEAD) Program
	RRR and Indigenous Australian student outreach and community engagement
	Regional recruitment resources
	Faculty equity outreach programs
Access	Equity admissions and alternative entry schemes
	Kalgoorlie Aboriginal community engagement
	Indigenous Australian students Credit for Recognised Learning and Scholarship application support
	RRR access to Curtin enabling programs
Participation	LSES, online and Indigenous Australian counselling services
	Equity student wellbeing advisory services
	Digital student engagement
	Equity student connect services
	Indigenous Australian student support and engagement
	COVID-19 hardship support (bursary and equipment loans)
	Faculty-contextualised equity student transition, retention and engagement programs
	Regional library program
	Equity in teaching and learning
	Financial counselling
	Virtual Campus development
	Mental Health and self-care resources
Student gender diversity, inclusion and belonging program	
Progress and Attainment	Equity student careers and employability services
	Aboriginal student placement program
	Students with disability placement program

Strategy Management and Evaluation	Student equity strategy (and HEPPP) management
	Equity students as partners program
	RRR and Indigenous Australian students strategy
	Diversity and inclusion staff capabilities
	Curtin staff Indigenous cultural capability
	Student equity disclosure, system integration and data insights

3. Evaluation

All Access and Participation Plan activities, and associated HEPPP expenditure, are actively monitored on a quarterly basis, overseen by Curtin's Diversity and Equity Unit. All activities report annually on the demonstrable impact of that initiative for students from LSES, RRR and Indigenous Australian backgrounds, and achievement/progress towards proposed outcomes. Overall, the success of The Plan is measured against the observed growth in LSES, RRR and Indigenous Australian enrolments, and subsequent retention and success (pass/completion) rates for LSES, RRR and Indigenous Australian students. The Curtin University annual Access and Participation Report is presented to the University's Learning and Student Experience Committee, and submitted to the Commonwealth, as required.

4. Partnerships and collaboration

Implementation of The Plan involves delivery of a range of initiatives including education and awareness programs, campus visits, regional visits, mentoring, role modelling and leadership, learning clubs, and pre-release programs, in collaboration with a range of external partners including:

- Primary Schools;
- Secondary Schools;
- Government Departments;
- Industry bodies; and
- Community Organisations.

The University also works closely with other Higher Education providers across Western Australia to ensure associated programs are complimentary and reach effectively into regional and isolated areas of the State.