NYANGATJATJARA ABORIGINAL CORPORATION
(trading as Nyangatjatjara College)
ABN: 15 993 442 008 **ICN: 1838**
PO Box 171, Yulara,NT 0872
Ph: 08 8956 2257

INCLUSIVE EDUCATION POLICY

Status: Version 1	Supersedes: First version
Authorised by: Board Chair	Date of Authorisation: September 2026

Purpose
Nyangatjatjara College is committed to providing a culturally safe, inclusive, and high-quality education for all students across Imanpa, Yulara, and Kaltukatjara (Docker River).

This policy outlines the College's commitment to:

- ensuring every learner can access and participate in education on the same basis as their peers
- embedding inclusive practices across teaching, curriculum, assessment, and wellbeing
- removing barriers to learning, participation, and achievement
- supporting Anangu students through culturally responsive, trauma-informed, and community-connected approaches
- meeting all legislative obligations relating to disability, discrimination, and child safety

Inclusive education is a whole-school responsibility and is central to the College's mission to empower Anangu young people through learning that is respectful, relevant, and grounded in culture.

Scope
This policy applies to:

- all Nyangatjatjara College staff (teaching, support, administrative, leadership)
- volunteers, contractors, and visiting service providers
- students across all campuses
- all learning environments, including on-site, off-site, online, excursions, camps, and On-Country learning
- all curriculum, assessment, wellbeing, and support processes

Legislative Framework
This policy is governed by:

- Education Act 2015 (NT)
- Anti-Discrimination Act 1992 (NT)
- Care and Protection of Children Act 2007 (NT)
- Disability Services Act 1993 (NT)
- NT Child Safe Standards (2024)
- Work Health and Safety (National Uniform Legislation) Act 2011 (NT)
- Information Act 2002 (NT)
- Disability Discrimination Act 1992 (Cth)
- Disability Standards for Education 2005 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- United Nations Convention on the Rights of the Child

All adults in the NT are mandatory reporters. All staff, contractors, and volunteers must hold a current Ochre Card.

Cultural Safety Commitment
Nyangatjatjara College operates on Anangu Country and is committed to:

- recognising the authority of Elders and community leaders
- embedding Pitjantjatjara language, culture, and worldview in learning
- using interpreters to support communication with families
- respecting kinship structures, Sorry Business, and cultural obligations

- designing learning that is trauma-informed and culturally responsive
- ensuring that inclusion practices honour Anangu identity, culture, and community expectations

Inclusive education at Nyangatjatjara College is inseparable from cultural safety.

Definitions
Inclusive Education
A whole-school approach where all students:

- can access, participate in, and engage with learning
- learn alongside their peers
- receive reasonable adjustments tailored to their needs
- are supported to achieve academically, socially, emotionally, and culturally

Inclusive education is not a program or placement — it is a fundamental right.

Reasonable Adjustment
A measure or action taken to assist a student with disability to participate in education on the same basis as other students, while balancing the interests of the student, staff, and the College community.
Examples include:
- modified tasks or assessments
- additional time
- assistive technology
- environmental adjustments
- individualised support

Disability
As defined under the Disability Discrimination Act 1992 (Cth), disability includes:

- physical, cognitive, sensory, neurological, psychiatric, or learning disabilities
- conditions that presently exist, previously existed, may exist in the future, or are imputed
- behaviours that are a symptom or manifestation of disability

Indirect Disadvantage
A situation where a rule or requirement appears neutral but disproportionately impacts a particular group (e.g., EALD learners, students with disability, remote learners).

Associate
A person connected to a student, including:
- parent or caregiver
- family member
- carer
- person in a domestic, sporting, or community relationship

Principles of Inclusive Education
Nyangatjatjara College upholds the following principles:
- Every learner belongs — all students are valued members of the school community
- High expectations for all — every student can learn and succeed
- Cultural identity is central — learning is grounded in Anangu culture and language
- Barriers are removed — the College actively identifies and reduces obstacles to participation
- Support is tailored — adjustments respond to individual needs
- Families are partners — parents, caregivers, and Elders are respected collaborators
- Inclusion is everyone's responsibility — all staff contribute to inclusive practice

Whole-School Approach
Inclusive education is implemented through:

Curriculum and Pedagogy
- differentiated instruction

- Universal Design for Learning (UDL)
- culturally responsive teaching
- trauma-informed practice
- flexible grouping and multi-age strategies
- accessible assessment

Student Support Systems
- Individual Learning Plans (ILPs)
- Multi-Tiered Systems of Support (MTSS)
- wellbeing and mental health supports
- behaviour support that is restorative, relational, and culturally safe
- collaboration with external agencies

Professional Learning
Staff engage in ongoing training in:

- inclusive practices
- disability awareness
- trauma-informed education
- EALD pedagogy
- cultural capability
- NT Child Safe Standards

Collaboration with Families and Community
The College:
- consults with families, Elders, and community leaders
- uses interpreters where needed
- ensures communication is accessible and respectful
- involves families in planning and reviewing student support

Inclusive and Accessible Environments
The College ensures:
- physical spaces are accessible
- learning environments support sensory and behavioural needs
- cultural spaces and practices are respected
- all students can participate in school activities, events, and On-Country learning

Rights and Responsibilities
Students Have the Right To:

- learn in a safe, inclusive, culturally respectful environment
- access reasonable adjustments
- be treated with dignity and respect

Staff Must:
- implement inclusive teaching practices
- collaborate with colleagues and families
- identify and remove barriers to learning
- develop and review ILPs
- uphold mandatory reporting obligations
- maintain cultural safety in all interactions

Leaders Must:
- model inclusive and culturally safe practice
- allocate resources to support inclusion
- ensure staff receive training
- ensure compliance with NT legislation
- engage with Elders and community leaders
- ensure adjustments are implemented and monitored

Review

- **Review Date:** Every five (5) years
- **Next Review:** 2031
- **Policy Owner:** Nyangatjatjara College Aboriginal Corporation

Version	Date	Author	Changes made
1	September 2026	School Leadership	First version