



STATUS

Empowering people, powering business

REFLECT

Reconciliation Action Plan

November 2020 – October 2021



Status acknowledges the Traditional Owners and Custodians of Country throughout Australia and their continuing connection to land, waters and community.

We pay our respects to them and their cultures, and Elders past, present and emerging.



Name: **OUR JOURNEY, OUR CULTURE**

Date created: 2 October 2019

Description: In 1989 the seed was planted. This painting takes us on a journey from foundation highlighting our culture of innovation, collaboration, and resilience.

The 30 year journey of the Organisation is represented by the planting of seed pods, a journey line which is travelled in the feet of staff and jobseekers, ending at a flourishing tree, and a contemporary interpretation of the “7 Sisters” reflecting the Board’s governance.

Painted by members of Status’ Strategy and Leadership Group as a reflection of the People, Culture and Collaboration forums convened by the Board in 2018/2019, in celebration of 30 years of business operations.

Under the tutelage of Micky Barlow, a Kokatha woman living in Morphett Vale, who guided the non-Aboriginal ‘artists’ on this experiential painting journey. Micky is a self-taught Aboriginal artist and basket weaver who shares her knowledge and culture in many forms and mediums with many people and organisations throughout the South Australian community.

Micky has endorsed the above statement and consented to the reproduction of the artwork within this Reconciliation Action Plan.





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Foreword by the Executive Chairman

In 2019, our board of directors and senior leadership team had the wonderful experience of working with Micky Barlow, a Kokatha woman living in Morphett Vale, South Australia. Micky is a self-taught Aboriginal artist and basket weaver who shares her knowledge and culture in many forms and mediums with many people and organisations throughout the community.

What struck me most about our time together was the patience and gentleness with which Micky guided the non-Aboriginal artists in the creation of our collaborative artwork that depicts our 30 year journey line. Patience I reflected upon as a metaphor for the reconciliation Aboriginal and Torres Strait Islander peoples have been striving; a reconciliation journey that must be made together where relationships are built on respect and developing opportunities for the future.

Our journey line tells of our recent business expansion into Western Australia and Victoria where the numbers of Aboriginal and Torres Strait Islander peoples we serve has grown dramatically. Increasingly, we are aware of the local Traditional Owners or Custodians of the lands and waters within our Organisation's operational areas and we seek to listen, understand and contribute to a better future for those whom we serve.

In 2020, our Board endorsed a new five year business plan and it was with much pride that we shared our vision with our senior leadership team for the establishment of a Reconciliation Action Plan (RAP), as a key objective in fostering closer, deeper and more meaningful relationships with Aboriginal and Torres Strait Islander peoples and communities. With the endorsement of the Board, the leadership of our management team and the support of our staff, Status will work to ensure the commitments made in this RAP are achieved.

By publishing this RAP we state our commitment to the Australian government's Closing the Gap strategy to support Aboriginal and Torres Strait Islander peoples and their communities. Our RAP actions focus on demonstrating respect, developing relationships and increasing employment and procurement from Aboriginal and Torres Strait Islander peoples and enterprises.

We look forward to reporting on the success of our actions and the development of future RAPs in our Annual Reports in forward years.

Gary Hatwell

Executive Chairman



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Our Business

As a market leader with over 30 years' experience, Status Works Pty Ltd (Status), provides unique employment, training and integrated business solutions that meet the diverse needs of job seekers, employers, governments, industry and the community throughout South Australia, Western Australia and Victoria.

Currently the Organisation delivers the Australian Government's jobactive, Disability Employment Services, Skills for Education and Employment (SEE), Youth Jobs PaTH, EPA programs and various certificate qualifications through face-to-face and distance learning via our online Learner Management System (LMS). Face-to-face service delivery is available from 11 sites in the WA major city ASGS, 11 sites in the SA major city ASGS and 3 sites in the VIC major city ASGS. However, our reach is much broader via regional and remote learning options facilitated through our LMS.

As a Registered Training Organisation (RTO) and delegate of the Australian Skills Quality Authority (ASQA), we deliver employability skills training programs and vocational qualifications for industries with skills in demand, including certificate qualifications in Business that provide entry level traineeship opportunities for people within our own Organisation.

Currently we employ 290 staff, eight of whom identify as Aboriginal and/or Torres Strait Islander people. Moreover, four Aboriginal people have been supported by our Training Services division under a contract of training (traineeship) completing a Certificate III in Business Administration as employees of Status. These people either continue their employment relationship with us or have secured leadership roles in organisations supporting Aboriginal and/or Torres Strait Islander peoples, including the Aboriginal Legal Rights Commission.

Additionally, we have employed two Aboriginal mentors to work alongside our Aboriginal and Torres Strait Islander clients to support their education and employment journey. These staff have had an enormous impact on the vocational education and employment outcomes achieved by our clients and the Organisation intends to expand on this initiative through the engagement of additional Indigenous Mentors.



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Our RAP

The Status Board is fully committed to improving the quality of life, equality of opportunity and the fulfilment of the diverse aspirations of Aboriginal and/or Torres Strait Islander peoples. One of the primary objectives of our 2020-2025 Business Plan is to formalise and coordinate our approach to better align our services to meet the needs of Aboriginal and/or Torres Strait Islander peoples recognising the strong link between education and employment in Closing the Gap. This will be achieved by delivering programs that address non-vocational barriers, literacy and numeracy needs and vocational development that provides meaningful opportunities for participation in the community, including paid employment.

In delivering Australian Government employment and training programs, Status is respondent to the Commonwealth's Indigenous Procurement Policy. Since establishing our Indigenous Action Plan in 2015, we have worked assiduously to establish and maintain stakeholder relationships with Aboriginal and Torres Strait Islander communities, support agencies and supply chains that have facilitated meaningful outcomes in Closing the Gap. Our Indigenous Action Plan commits our Organisation to a minimum spend with majority owned Indigenous enterprises and employment of Aboriginal and Torres Strait Islander peoples. We have been a Supply Nation member since September 2016. Our Organisation is proud to have achieved the actions identified within each annual iteration of our Indigenous Action Plan since 2015.

We intend building on these foundations in our approach to implementing our RAP, including the establishment of our RAP Working Group that will be supported by our Board and Directors who will assist with the drafting of terms of reference for the RAP Working Group and provide leadership in the delivery of RAP commitments; and the appointment of an internal RAP Champion, a Senior Manager with responsibility for driving internal engagement and awareness of our RAP.

Status will establish new, and strengthen existing mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations and build relationships through celebrating National Reconciliation Week, promote reconciliation through our sphere of influence and promote positive race relations through our existing employment and anti-discrimination strategies. We will continue to engage Aboriginal enterprises to deliver cultural awareness and first aid training for our staff and develop a deeper understanding of the local Traditional Owners or Custodians of the lands and waters within our Organisation's operational areas.



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In establishing our RAP Working Group we will increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country. Moreover, raising awareness of and promoting NAIDOC week will include our participation in external events in local areas.



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Our Journey

We are proud of our Organisation's reconciliation journey to date; it has been highly proactive and successful, establishing many constructive relationships with well-respected Aboriginal organisations that support the diverse needs of local communities, including the Peter Matera and Wirrpanda Foundations in WA and Taoundi College in SA.

We have demonstrated initiative and awareness of cultural sensitivities in designing our "Stepping Stones" program, engaging with local Aboriginal communities and agencies that build strong and positive two way relationships, increase mutual respect and provide suitable pathways and opportunities for Aboriginal and Torres Strait Islander peoples. Practically, our development of an online health and community services directory for Aboriginal and Torres Strait Islander peoples has been exceptionally well received by our journey partners and participants engaged in our programs.

We look forward with enthusiasm and confidence in our capability and capacity to deliver on the commitments we make in this Reflect Reconciliation Action Plan.



RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	March 2021	National Managers of Training Services, Jobactive and Disability Employment Services
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	March 2021	Chair of RAP Working Group
2. Build relationships through celebrating National Reconciliation Week (NRW). (27 May-3 June).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2021	Chair of RAP Working Group
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May-3 June, 2021	Chair of Status Board of Directors
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May-3 June, 2021	Chair of Status Board of Directors



RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	November 2020	Chair of Status Board of Directors
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2021	Chair of RAP Working Group
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2020	Chair of RAP Working Group
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	January 2021	Executive Director HR and QA
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2021	Chair of RAP Working Group



RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	March 2021	Chair of RAP Working Group
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	March 2021	Executive Director HR and QA
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	May 2021	Chair of RAP Working Group
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	May 2021	Chair of RAP Working Group
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. (First week in July)	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June 2021	Chair of RAP Working Group
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2021	National Managers of Training Services, Jobactive and Disability Employment Services
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week of July, 2021	Chair of RAP Working Group



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none">• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2020	Executive Director HR and QA
	<ul style="list-style-type: none">• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2020	Executive Director HR and QA
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2020	Executive Director Finance
	<ul style="list-style-type: none">• Maintain Supply Nation membership, gained on 26 September 2016.	December 2020	Executive Director Finance



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	December 2020	Chair of Status Board of Directors
	<ul style="list-style-type: none"> RWG meetings 	January, April, July & October 2021	Chair of RAP Working Group
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	December 2020	Chair of Status Board of Directors
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	January 2021	Chair of Status Board of Directors
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	December 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	December 2020	Chair of Status Board of Directors
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	February 2021	Chair of Status Board of Directors
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. (30 September).	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2021	Executive Director HR and QA
	<ul style="list-style-type: none"> Report on progress achieved in Annual Reports. 	October 2021	Chair of Status Board of Directors
13. Continue our reconciliation journey by developing our next RAP. (3 months prior to RAP expiry date).	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	August 2021	Chair of Status Board of Directors



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Individuals or Organisations who are interested in talking with Status about our Reconciliation Action Plan and journey please feel free to contact:

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