



# DRAFT RESPECT AND INCLUSION PLAN

2025-2026

Scentia acknowledges the Traditional Owners of Country and their enduring connection to land, waters, skies, and communities. We pay our respects to Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples. As an education provider with campuses nationwide and online, we honour First Nations knowledge and commit to fostering inclusive learning and working environments for everyone.

## Message from our Chief Education Officers

At Scentia, we believe that education thrives in environments where respect and inclusion are not just words but are deeply embedded in our organisational culture. In turn, respect and inclusion are reflected in the learning and teaching experiences we provide. Whether on campus, virtual classrooms, or in digital learning settings, our commitment is to foster spaces where every student, faculty member, and team members feels valued, heard, and empowered.

This Respect and Inclusion Plan reflects our shared commitment to a learning community that embraces diversity, challenges inequity, and cultivates belonging. It comprises meaningful actions, tailored to both higher education and vocational education, and grounded in the belief that inclusive education is transformative education.

Together, we invite you to engage with this plan, contribute to its evolution, and help us build a culture where respect is foundational and inclusion is the norm.



Christine Brickenstein  
Chief Education Officer, Higher Education



Jessica Houston  
Chief Education Officer, Future Skills

## About Scentia

In the provision of higher education, vocational education, and bespoke courses for industry, Scentia and its subsidiaries, the Australasian College of Health and Wellness Pty Ltd (**ACHW**), the Institute of Executive Coaching and Leadership (**IECL**) the Australian Institute of Management Education and Training Pty Ltd (**AIM**) operating as AIM Business School (**ABS**), and AIM VET, a Registered Training Organisation (**RTO**), (collectively the **Scentia Group**) and Third-Party Partners (**TPP**) recognise the opportunity to provide a learning and teaching experience and workplace environment that is respectful and inclusive. In doing so, we meet the positive duty obligations in the Sex Discrimination Act and align with the National Higher Education Code to Prevent and Respond to Gender-based Violence.

## Our Priorities

Scentia's Respect and Inclusion Plan comprises two sections: the first with actions aimed specifically at enhancing our learning and teaching experience, and the second with actions aimed at ensuring we provide a positive workplace for all employees working within the Scentia Group. We have separated the actions into these two sections to ensure focus and accountability, while adopting a common and consistent approach. The actions we have committed to implement during 2025 and 2026 are organised into four areas of focus to enable seamless embedment within our key organisational governance mechanisms.

**Alignment** aims to ensure that our systems, structures, and practices reflect what we know is unique about our organisation and our highly respected brands.

**Engagement** focuses on equitable access to support, inclusive participation, and meaningful feedback from diverse groups.

**Development** builds capability across students, faculty, and team members to lead and model respectful behaviours.

**Experience** ensures our environments – whether physical, virtual, or cultural – are safe, inclusive, and responsive to the needs of our communities.

## Our learning and teaching experience

Focus Area	#	Action Description	Accountability	When	Measure	Targets
<b>Alignment</b>	1	Review Higher Education operating model for opportunities to champion Respect and Inclusion.	Chief Education Officer Higher Education	By Dec 2025	Opportunities identified	Collect baseline data
	2	Share our Respect and Inclusion plan with students and faculty (teachers, trainers, coaches).	Chief Education Officer Higher Education	By Dec 2025	Plan feedback	Collect baseline data
	3	Embed Respect and Inclusion in faculty engagement practices.	Chief Education Officer Higher Education	By Jun 2026 and ongoing	Gender ratio of faculty; %faculty identify as CALD; %faculty identify as LGBTIQ+; %faculty identify as First Nations	45M:45W:10NB (+/-10%); >25%; >10%; >3%
	4	Use storytelling and student testimonials to reinforce respectful learning environments.	Chief Education Officer Future Skills	By Dec 2026 and ongoing	Student feedback	Collect baseline data
<b>Engagement</b>	5	Review equity in student support.	Chief Education Officer Future Skills	By Jun 2026 and ongoing	Student feedback by diversity dimensions	Collect baseline data
	6	Promote student support services (counselling, peer support) with trauma-informed access.	Chief Education Officer Future Skills	By Jun 2026 and ongoing	Service utilisation	Collect baseline data
	7	Measure student engagement across diverse groups with intersectional insights.	Chief Education Officer Future Skills	By Dec 2025 and ongoing	Engagement by diversity dimensions	Collect baseline data
	8	Provide accessible Respect and Inclusion resources for all students.	Chief Education Officer Future Skills	By Mar 2026	Resource access logs	Collect baseline data
<b>Development</b>	9	Embed Respect and Inclusion modules in student orientation programs for accredited learning.	Chief Education Officer Future Skills	By June 2026	Orientation feedback	Collect baseline data

Focus Area	#	Action Description	Accountability	When	Measure	Targets
	10	Deploy online Respect and Inclusion training to all faculty	Chief Education Officer Higher Education	By Mar 2026	Training completion rates	>90%
	11	Train student engagement team on trauma-informed responses and respectful engagement.	Chief Education Officer Future Skills	By Jun 2026 and ongoing	Staff feedback	Collect baseline data
	12	Embed Respect and Inclusion assessment in course curriculum update processes	Chief Education Officer Higher Education	By Dec 2026	Courses reviewed	Collect baseline data
<b>Experience</b>	13	Conduct risk assessment on sexual harassment risks in student environments.	Chief Quality and Governance Officer	By Mar 2026	Risk assessment reports	Risk mitigation strategies
	14	Develop new Respect and Inclusion Policy for students with clear reporting pathways.	Chief Education Officer Future Skills	By Mar 2026	Policy implementation review	Effective reporting mechanisms
	15	Improve student diversity data integrity, ensuring governance and privacy protocols.	Chief Education Officer Future Skills	By Dec 2025	Data audit results	>80% of student diversity fields completed
	16	Publish annual progress on student Respect and Inclusion initiatives.	Chief People Officer	By Dec 2026	Published reports	Report available to all students

## Our workplace environment

Focus Area	#	Action Description	Accountability	When	Measure	Targets
<b>Alignment</b>	1	Use organisational change to improve leadership diversity supported by equitable succession planning.	Chief Executive Officer	By Dec 2025 and ongoing	Gender ratio of leadership; %leaders identify as CALD; Scentia employee engagement	Collect baseline data
	2	Embed inclusive hiring practices by training hiring managers to assess candidates consistently and minimise bias.	Chief People Officer	By Jun 2026	Gender ratio of new starters; %new starters identify CALD; %new starters identify LGBTIQ+; %new starters identify as First Nations	45M:45W:10NB (+/-10%); >25%; >10%; >3%
	3	Communicate how we show up (values) through storytelling, reinforcing that how we work matters as much as what we do.	Chief Executive Officer	By Jun 2026 and ongoing	Employee feedback	Collect baseline data
	4	Celebrate inclusive behaviours that reflect how we want to show up (values) with a formalised recognition program.	Chief Executive Officer	By Dec 2026 and ongoing	Recognition program participation	#50 nominations per qtr.
<b>Engagement</b>	5	Refresh flexible working arrangements to review equity across roles and business units.	Chief People Officer	By Dec 2025	Employee engagement by diversity dimensions	Collect baseline data
	6	Promote support services (EAP, HR, peer support) with trauma-informed access.	Chief People Officer	By Dec 2025 and ongoing	EAP utilisation	Collect baseline data
	7	Measure engagement across workforce groups with intersectional insights.	Chief People Officer	By Dec 2025 and ongoing	Employee engagement by diversity dimensions	Collect baseline data
	8	Provide accessible resources on Respect and Inclusion for all employment categories.	Chief People Officer	By Mar 2026	Resource access logs	Universal access to resources

Focus Area	#	Action Description	Accountability	When	Measure	Targets
<b>Development</b>	9	Introduce onboarding modules that embed Respect and Inclusion from day one.	Chief People Officer	By Mar 2026	Employee engagement by tenure <1 yr	Collect baseline data
	10	Deploy online training in Respect and Inclusion with universal access and tracking.	Chief People Officer	By Mar 2026	Training completion rates	>90%
	11	Embed Respect and Inclusion in our new Scentia Leadership Ascent Program	Chief People Officer	By Jun 2026	Employee Engagement	>54%
	12	Train senior leaders on Respectful and Inclusive Leadership incl their positive duty obligations.	Chief People Officer	By Dec 2026	Employee feedback	Collect baseline data
<b>Experience</b>	13	Conduct psychosocial risk assessment on Respect and Inclusion.	Chief People Officer	By Mar 2026	Risk assessment reports	Risk mitigation strategies
	14	Develop new Respect and Inclusion Policy in consultation with employees, with clear reporting pathways for concerns	Chief People Officer	By Mar 2026	Policy implementation review	Effective reporting mechanisms
	15	Improve diversity data integrity, ensuring governance and privacy protocols.	Chief People Officer	By Dec 2025	Data audit results	>80% of EH diversity fields completed
	16	Publish annual progress on Respect and Inclusion (inclusive of WGEA reporting), ensuring transparency and accountability.	Chief People Officer	By Dec 2026	Published reports	Report available to all employees

