



## Cultural Safety Training in NTGPE's Programs

### 1. *Scope*

#### 1.1 *Application*

This policy applies to all of NTGPE's medical education and training programs.

#### 1.2 *Limitations*

Nil

#### 1.3 *Related Standards, Policies and documents*

Culturally Sensitive Employment Policy

#### 1.4 *Effective from*

14<sup>th</sup> April 2005

### 2. *Purpose*

To integrate cultural safety training into NTGPE's medical education and training programs.

### 3. *Principles*

3.1 NTGPE is committed to medical education and training that is equitable, socially just and *culturally safe*.

3.2 By *culturally safe* we mean training that is aimed to have learners:

- appreciate and understand another person's culture; and
- show through their actions that they are more sensitive to another person's cultural beliefs and way of living in that culture; and
- behave in a way that has the person in the other culture say that they feel safe in their culture as a result of the learner's actions and behaviours.

When the learner has reached the third level we would say that they are behaving in a way that is culturally safe.

3.3 NTGPE's training has a focus on Aboriginal health because of the NT's population mix<sup>1</sup> and the nation and NT's Aboriginal health demographics. We commit to improved Aboriginal health through partnerships with Aboriginal people and groups, and by ensuring Aboriginal cultural safety training and medical training are integrated.

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<sup>1</sup> Approximately 30% of the population comprises Aboriginal people

#### 4. **Policy**

- 4.1 Each of NTGPE's medical education and training programs will have:
- 4.1.1 a pre-requisite cultural orientation and/or safety training component;
  - 4.1.2 monitoring of, and support for the learner's progress with cultural education during the program;
  - 4.1.3 provision for protecting a learner and/or a community in the event that cultural safety is not demonstrated; and
  - 4.1.4 a de-briefing and evaluation at the conclusion of the program.
- 4.2 For each major stage of a program lasting longer than six months, the learner will be provided with progressively more detailed and appropriate cultural orientation for the stage(s) they are about to undertake, where appropriate.
- 4.3 The cultural orientation and/or safety training will be provided by a staff member, agency or group who:
- holds and is authorised to pass on the required Aboriginal cultural knowledge; and
  - is able to provide the required cultural orientation and/or education.
- NTGPE will use the advice of a relevant cultural group(s) to determine authorisation and capability on each of these issues.
- 4.4 NTGPE will not make claim on intellectual property rights to the cultural knowledge or material used in the cultural education and training programs when the material is clearly connected with the individual CE<sup>2</sup>'s position or standing. NTGPE's view is that this will remain with the originating community group and those authorised by that group(s) to use it. NTGPE will not use, re-use or seek to use the material without appropriate consent, except in cases where it is already in the public domain.
- 4.5 NTGPE will protect any culturally sensitive material by limiting or prohibiting, as far as possible, unauthorised people's access to material that a CE identifies as not to be widely distributed. This material may include items over which NTGPE can reasonably hold or claim Copyright or Intellectual Property rights because it has been put into a training form under its employment.
- 4.6 NTGPE will retain rights over material developed from sources that are publicly available. It would normally grant right-of-use to the originating staff.
- 4.7 We will ensure that appropriate records are kept of the cultural education or safety training programs provided and undertaken. This will include identification of the content of the program, expressed generically where necessary to protect authorities, the learner's achievements, the trainer(s), and the date and place of the training.
- 4.8 NTGPE will develop minimum standards of behaviour that learners must demonstrate prior to each stage of their training in an Aboriginal health setting. This is to protect the learner, the members of the setting in which they will practice, and NTGPE's standing as a trainer in and for Aboriginal health.

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<sup>2</sup> Cultural Educator, CE, or equivalent such as Cultural Mentor, CM

## 5. *Procedures*

- 5.1 The Executive Director, ED will take action to ensure its Medical and Cultural Educators, ME and CEs include the following in NTGPE's medical education and training programs:
- 5.1.1 a pre-requisite cultural orientation and/or safety training component;
  - 5.1.2 monitoring of, and support for the learner's progress with cultural education during the program;
  - 5.1.3 a de-briefing and evaluation at the conclusion of the program; and
  - 5.1.4 for each major stage of a program lasting longer than six months, progressively more detailed and appropriate cultural orientation for the stage(s) they are about to undertake, if appropriate.
- 5.2 The ED and the Coordinator of the CE and ME network are authorised to take action, following consultation with an NTGPE CE(s), to:
- 5.2.1 remove approval for an NTGPE learner to be in a training location, or re-locate them to another training location, where the learner and/or a community is at risk because cultural safety is not demonstrated or there is a likely risk of cultural damage; and/or
  - 5.2.2 withdraw approval for a learner going to a training location when the learner has not participated in pre-placement cultural safety training for the placement.
- Any expression of concern related to decision taken through this clause can be directed to the Executive Director.
- Any complaint related to a decision taken through this clause should be directed through NTGPE's Complaint and Compliment Policy:
- <http://www.ntgpe.org/htm/Publications/policies.htm>
- 5.3 The ED will ensure that the cultural orientation and/or safety training will be provided by a staff member, agency or group who:
- holds and is authorised to pass on the required Aboriginal cultural knowledge; and
  - is able to provide the required cultural orientation and/or education
- as determined by an appropriate community authority
- 5.4 The ED will ensure that NTGPE does not make claim on intellectual property rights to the cultural knowledge or material used in the cultural education and training programs when the material is clearly connected with the individual CE's position or standing. The ED will also ensure NTGPE does not use, re-use or seek to use the material without appropriate consent, except in cases where it is already in the public domain.
- 5.5 The ED, through the Information and Communications Technology Coordinator, ICTC will protect any culturally sensitive material by limiting or prohibiting, as far as possible, unauthorised people's access to material.
- 5.6 The ED, through CEs and Program Coordinator(s), will ensure that appropriate records are kept of the cultural education or safety training programs provided and undertaken. This will include identification of the content of the program, expressed generically where necessary to protect authorities, the learner's achievements, the trainer(s), and the date and place of the training.
- 5.7 The ED, through CEs, MEs and Program Coordinators, will develop minimum standards of behaviour that learners must demonstrate prior to each stage of their training in an Aboriginal health setting.

**6. Authority and Approval, Version**

This is a Board policy. Changes are authorised by the Chair or Executive Director on behalf of the Board. **Version 1.2**

*D Lloyd*  
*Executive Director*  
*For the Board*  
*14<sup>th</sup> April 2005*  
*Revised 9<sup>th</sup> May 2005*