

Reconciliation Action Plan Limited Assurance Review 2022



Nov 2023

Final Report

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Acknowledgement of Country

The authors of this report, Think Change Resolve consultancy, wish to acknowledge the Traditional Custodians of the lands we live and work in, the Gadigal peoples of the Eora Nation. We pay our respects to Elders past and present. We celebrate continuing custodianship and care for country, culture and community and commit ourselves to working in partnership with First Nations for Voice and justice.

Disclaimer

This document has been prepared by Think Change Resolve for the benefit of The University of Melbourne, our client. The conclusions and advice included are given in good faith, on the basis of the evidence we accessed and all diligence in our work. This document should not be used or relied upon for any purpose outside of the scope of the document.

Scope

Think Change Resolve ('TCR') were engaged by the University of Melbourne ('the University') to undertake an annual independent limited assurance review of the University's 'Reconciliation Action Plan April 2018 – December 2022' (RAP 3). This review focused on the Target Measures embedded within the original 14 Signature Projects, the two new additional Signature Projects, and their associated 2022 target timelines or those requiring annual reporting.

Exclusions

Our review did not include:

- Target Measures with timelines beyond December 2022.
- Data sets, statements, information, systems, or approaches unrelated to the outlined Target Measures in the University's RAP.

While the RAP limited assurance review was underway, a number of issues regarding the experience of Aboriginal and Torres Strait Islander staff and students were raised within the University. TCR notes that these issues are outside the scope of this review exercise and are being responded to by the University.

The University of Melbourne's Responsibilities

The University holds the responsibility for defining the target measures to be examined, as well as the preparation and presentation of the RAP 3 Report. This encompasses the creation and upkeep of internal controls, maintaining comprehensive records, and formulating assumptions that are justifiable given the circumstances.

TCR's Responsibilities

Our primary responsibility was to ensure that the conclusions made by the University about the target measures in the RAP 3 Report were free from material misstatement.

This involved a multi-faceted approach to ensure the comprehensive assessment of the subject matter, the RAP 3 Report. Firstly, we initiated an internal documentation review. This began by collecting all pertinent internal documents, analysing them to pinpoint inconsistencies, discrepancies, or areas necessitating deeper investigation. Simultaneously, we engaged in the examination of external sources. We determined which sources held relevance to the subject matter. Data from these sources were extracted and compared with the claims, aiming to spot any deviations that might signify misstatements. Furthermore, an interview was conducted with key personnel ensuring all areas requiring further information were addressed. The received feedback was then critically analysed, searching for patterns or inconsistencies when set against our internal and external data.

TCR's Independence and Quality Control

Think Change Resolve upholds the highest standards of professional conduct and integrity. Throughout this engagement, we have maintained strict independence from the University, ensuring that our review was conducted without bias or undue influence. Our organisation has established rigorous internal processes and controls designed to ensure the quality of our work. These processes include regular training for our staff, meticulous documentation practices, and a thorough peer review mechanism.

Limited assurance engagements are less in scope than reasonable assurance engagements, and therefore the level of assurance obtained is substantially lower. The review relies on the accuracy of the information provided by the University.

Conclusion

Based on the findings from our limited assurance engagement outlined in this report, we have not identified any discrepancies or concerns that suggest the subject matter in the RAP 3 Report hasn't been accurately represented in all material aspects.



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