



# Education Code of Practice

New Zealand Biosecurity Academy Limited  
Self-Review

2024

## Introduction

In 2024, New Zealand Biosecurity Academy Limited (NZBA) has enhanced the educational experience for its learners by building upon its earlier successes, including the positive NZQA External Evaluation and Review (EER) Report. Our focus has shifted slightly this year, emphasising stronger community integration and innovative pedagogical approaches. This self-review reflects our continued commitment to providing high-quality education, empowering learners with practical, transferable skills, and fostering a culturally responsive learning environment.

We are proud to report that, consistent with previous years, there were no critical incidents or complaints in 2024, highlighting our dedication to maintaining a safe, supportive, and inclusive environment for all learners.

## Summary of NZBA in 2024

NZBA has continued to enhance its offerings by focusing on experiential learning and community integration. This year, we have prioritised stronger collaboration with industry partners and community stakeholders, further improving the immediate applicability of the skills taught within our programs. Stakeholder feedback indicates a high level of satisfaction with our programs, with particular emphasis on the adaptability of our learning approaches to cater to evolving industry needs.

Our principles of small class sizes, personalised learning, and robust engagement with both learners and employers remain fundamental to our model, yet we have also sought new ways to innovate in response to community and cultural input.

## Outcome 1: A Learner Wellbeing and Safety System

At NZBA, the safety and well-being of our learners is of paramount importance. We continue our commitment to Te Tiriti principles and cultural safety. Our small class sizes enable us to provide individualised learning plans and support to every learner, fostering a culture of acceptance and inclusivity.

In 2024, we have maintained our focus on cultural safety by continuing our engagement with Māori and Pasifika communities. Our efforts to deepen cultural responsiveness are reflected in revised curriculum modules that emphasise the importance of understanding Māori and Pasifika viewpoints. We continue to ensure learners have access to resources that prioritise both mental and physical well-being.

## Outcome 2: Learner Voice

Engaging with learners and incorporating their feedback continues to be a cornerstone of our approach. In 2024, we have shifted towards more systematic, ongoing feedback mechanisms rather than relying solely on end-of-course surveys. New touchpoints have been introduced throughout the academic year, including learner forums and digital feedback tools, which allow for real-time insights into learner experiences.

Additionally, we have formalised our engagement with Māori and Pasifika communities through a structured advisory panel that meets annually. This panel provides critical feedback on our programs and help ensure that our educational offerings remain relevant to a broad spectrum of cultural perspectives.

## **Outcome 3: Safe, Inclusive, and Accessible Learning Environments**

Our dedication to providing a safe, inclusive, and accessible learning environment has taken a more holistic approach in 2024. We have increased access to resources for learners with disabilities. The curriculum has also been enriched with more inclusive content that represents diverse cultural narratives, making learning more relevant and reflective of the experiences of all our students.

To further support an inclusive environment, we have launched a peer-support initiative that encourages learners to help each other navigate academic and personal challenges. By fostering a community-centered learning environment, we aim to strengthen connections among learners and create a more cohesive support system.

## **Outcome 4: Learners are Safe and Well**

Ensuring the well-being of our learners remains at the core of NZBA's approach. We provide comprehensive course and assessment information, monitor learner engagement, and offer academic support through Individual Learning Plans. These plans are tailored to meet specific well-being needs, helping each learner thrive both academically and personally.

In 2024, we have placed a stronger emphasis on mental health resources by providing contact information for external mental health organisations that offer workshops and one-on-one counseling sessions. These resources empower learners to develop resilience, manage stress, and face academic and personal challenges with confidence.

Our trainers have also undergone targeted professional development to better understand the complexities of learner well-being, ensuring they are prepared to provide appropriate and timely support. This focus on staff development has directly enhanced the quality of support offered to our learners.

## **Continued Pursuit of Excellence**

NZBA's journey towards educational excellence is continuous. In 2024, we have made strides in developing new industry partnerships and enhancing our training programs to stay ahead of industry demands. We take pride in our commitment to high-quality education, and this year has been one of reflection, growth, and strengthening of our strategic initiatives.

Our efforts to monitor progress against strategic goals include regular self-reviews, ensuring we adapt to the evolving needs of our learners. Moving forward, our focus is on expanding cultural engagement initiatives, increasing access to support services, and refining our curriculum to meet the changing demands of our stakeholders. We are dedicated to ensuring that our pursuit of excellence remains proactive and responsive to both learner and industry needs.

## **Overall Stage of Implementation**

Well-implemented, with ongoing enhancements to improve cultural responsiveness and learner engagement.