



BAY OF PLENTY COLLEGE OF
Homeopathy

CHARTER

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Provider No: 8479
Contact : Susanna Shelton, CEO

HEAD OFFICE
AUCKLAND CENTRE
EXTRAMURAL DIVISION

2 Edgecumbe Road, PO Box 784, Tauranga
874 New North Rd, PO Box 77016, Mt Albert
2 Wallace Road, Te Puna, RD 2, Tauranga

Tel. 07 578 1331
Tel. 09 849 4436
Tel. 07 552 5576

Fax. 07 578 1369
Fax. 09 849 4438
Fax. 07 552 4177

bopcoh@wave.co.nz
bopcohak@wave.co.nz
birdsong@clear.net.nz

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1 Mission

The mission of the Bay of Plenty College of Homeopathy is to ***Provide Professionalism and Innovation in Homeopathic Education.***

The Bay of Plenty College of Homeopathy is a Private Training Establishment providing full time attending, and extramural courses in the clinical management and homeopathic treatment of human clients, and animal clients. Students work towards successful completion of the National Diploma of Homeopathy Level 7, or the Diploma of Homeopathy (Animal Health). The Bay of Plenty College of Homeopathy has NZQA accreditation for domains Homeopathy, and Core Health.

The main administration and extramural offices are based in Tauranga with occasional (other) delivery sites for full time attending students in Auckland and Christchurch. Clinical training opportunities for students of homeopathy are also provided at all venues.

2 Special Character

The Bay of Plenty College of Homeopathy provides teaching in high quality tertiary environments, such as the Bay of Plenty Polytechnic premises in Tauranga; Auckland University of Technology premises in Auckland; and the Canterbury College of Natural Medicine premises in Christchurch.

Full time attending and extramural delivery options are designed to cater for the needs of all tertiary level learners, and adult learners in particular. The delivery format of all full time courses comprises ten weekends per year of intensive tutor and peer contact. The College weekends are augmented by continual assessments, and supported by guided home study.

Extramural students access the weekend teaching sessions by watching the video tapes of these sessions. They are also able to receive tutor support via email, phone, and fax. In addition, continual assessments and guided home study, provides extramural learners with the opportunity to pursue their studies while maintaining existing family and work commitments.

The Bay of Plenty College of Homeopathy provides a diversity of tutors from throughout the New Zealand Homeopathic profession, in addition, diversity is enhanced by the input of expert guest tutors from overseas who visit regularly.

The option for students to attend classes at either one of the three venues provides the opportunity for peer networking by students. The same stage of the curriculum is delivered at all venues over the same teaching period, and students can choose to attend at any venue to network with their future professional colleagues.

Extramural video resources are also available to full time attending students. For example, if a student has to miss a teaching weekend (due to personal or other commitments) they can complete their learning and study requirements of the same teaching session by extramural video, so 100% virtual attendance is possible for all learners.

Students currently have access to Student Loans and Allowances to assist in their study costs.

Students are primarily female, adult learners, many of whom have had a previous career, or who have put their own professional careers on hold while having families.

Many students are also existing health care professionals. For example, general practitioners, veterinarians, midwives, and nurses, who from their personal interest in complementary therapies and their clients demand for safer treatment options, decide to pursue formal study and qualifications in homeopathy to augment their professional profile.

Some students may have left secondary school with no formal qualifications and return to formal education via the Bay of Plenty College of Homeopathy courses. They choose to pursue their interest in complementary medicine with a view to attaining the National Diploma of Homeopathy. The option of pursuing a Bachelor of Health Science (Complementary Medicine) pathway is available to Bay of Plenty College of Homeopathy students and therefore provides access to degree level qualifications in a specialist area, where none previously existed.

The Bay of Plenty College of Homeopathy is the only provider of training in homeopathy in New Zealand with a degree pathway via an articulation agreement with Charles Sturt University, NSW, Australia. Graduates of the Bay of Plenty College of Homeopathy College have direct entry into the final year of a Bachelor of Health Science (Complementary Medicine). Nurses who qualified before there was a degree in nursing are using this pathway to upgrade their qualifications to degree status to command better salaries. This pathway further asserts the international connection the Bay of Plenty College of Homeopathy holds with the international homeopathic and academic community, and provides learners with access to degree level qualifications.

The Bay of Plenty College of Homeopathy is the only provider in New Zealand of the National Diploma of Homeopathy, and the Diploma of Homeopathy (Animal Health) by extramural study that mirrors the full time attending equivalent.

The Bay of Plenty College of Homeopathy has a high staff to student ratio of approximately 1:12. This provides a very supportive study environment which contributes to a high course completion rate. For example in 2002, 82% of students completed their programme of study, and 96% of final students completed a qualification.

3 Contribution to New Zealand's identity and economic, social, and cultural development.

Homeopathy has been available in New Zealand since 1840. The National Diploma of Homeopathy became available in 2000.

The Bay of Plenty College of Homeopathy offers flexible learning options for people to gain tertiary qualifications and pathways to degree status to command higher incomes and attain equal standing with their international counterparts.

The courses offered provide people with skills for work in the health food, natural health care, complementary health care, and primary health care industries. Homeopathy is part of the primary health care sector, and graduates can, and are offering professional natural health care services to the community.

Graduates of the National Diploma of Homeopathy have the option of, and are currently, working in natural health centers, and alongside General Practitioners in 'conventional' health centers.

Ultimately homeopathy is a low cost therapy when compared with conventional medications, and therefore helps to reduce the nations health costs.

The extramural option for delivery provides access to higher qualifications for people in the more remote regions of New Zealand where personal circumstances may prohibit the requirement to relocate to urban campuses. This is particularly true for the Diploma of Homeopathy (Animal Health) which becomes achievable for many members of the veterinary profession, and farming sector who live in remote areas.

During periods of high work commitment (for example, calving) people can pace their studies to coincide with their available time for study while still meeting the course completion requirements. There is no compromise in quality from an assessment point of view, and students can give due regard to their studies depending on their available time.

Bay of Plenty College of Homeopathy key staff have been involved in mastitis research with Dexcell since 2001, and have provided support for Massey University's establishment of organic dairy herds. This type of research is specific to the needs of New Zealand dairy farming industry with international implications. Staff are involved in the design and implementation of appropriate research design and data collection.

Women with family commitments have the opportunity to achieve national qualifications, degrees, and go into professional practice due to a flexible delivery system, and appropriate course content.

The Bay of Plenty College of Homeopathy has an established outreach to Maori, and offers Marae based introductory courses in homeopathy.

Homeopathy is considered 'clean and green'. This is particularly demonstrated in the preferred use of homeopathy for animal health by organic farmers as evidenced by sales of homeopathic remedies to thousands of farmers throughout New Zealand. Homeopathy is one of the few therapies compatible with organic methods of animal husbandry.

Having qualified practitioners of animal homeopathy improves access to high quality treatment for animals, and helps New Zealand to sustain and increase our international image of a clean and green agricultural nation.

The use of homeopathy in the treatment of bovine mastitis is pioneering. It demonstrates the New Zealand identity of innovation and creative solutions to agricultural problems, and helps us sustain our place as world leaders in agricultural innovation.

The extramural option for study has been developed in such a way to ensure there is no compromise in quality between full time attending and extramural study options. This is achieved by having real time teaching available by video, where students study in exactly the same way as the full time option. The experience of live training to fulfill the same assessment, and clinical training criteria as attending students is necessary for successful practice.

Courses are designed to develop skills for independent practice, and assessment is designed to develop and nurture the intellectual independence of students.

Bay of Plenty College of Homeopathy staff are committed to involvement in the greater tertiary sector, by offering introductory courses within existing polytechnic programmes. For example the Bay of Plenty College of Homeopathy provides homeopathy teaching workshops within the following polytechnic programmes; the Bay of Plenty Polytechnic Certificate in Retail Pharmacy and Health, the Bay of Plenty Polytechnic Diploma of Sport and Leisure; and the Waiariki Institute of Technology's, Bachelor of Nursing.

Community Homeopathy First Aid courses are currently being offered at local Marae, as well as at a low decile school, and will be available for Pacific Island communities in Auckland.

4 Contribution to tertiary education system as a whole

The Bay of Plenty College of Homeopathy offers a range of delivery options including full time attending and extramural. It delivers unit standards based courses which lead to national qualifications and has a degree pathway with Charles Sturt University (NSW).

The Bay of Plenty College of Homeopathy is unique in being a provider of animal homeopathy training by way of the Diploma of Homeopathy (Animal Health). Staff are also participating in innovative mastitis research.

The Bay of Plenty College of Homeopathy has relationships with other educational organisations through delivery of training by staff, and established training pathways for students. Organisations include the Bay of Plenty Polytechnic, The Waiariki Institute of Technology, Canterbury College of Natural Medicine, and Charles Sturt University (NSW).

Within homeopathic education, the Bay of Plenty College of Homeopathy maintains inter-provider links with Wellington College of Homeopathy, the other main provider of the National Diploma in Homeopathy. For example, teaching staff, and assessment tools are regularly shared between the two colleges. The Bay of Plenty College of Homeopathy also engages in yearly moderation with Wellington College of Homeopathy.

5 Approach to collaboration and co-operation with other tertiary education providers and organisations

The Bay of Plenty College of Homeopathy is a member of the Western Bay of Plenty Tertiary Education Providers Forum. This involves regular meetings with senior staff of the University of Waikato, Bay of Plenty Polytechnic, and other Private Training Establishments in the region. It also involves regular meetings with secondary school Principals in the region to discuss learning outcomes for school pupils which would best match the entry requirements for success in the tertiary environment.

The Bay of Plenty College of Homeopathy actively participates in meetings and workshops at a national level with the New Zealand Council of Homeopaths (NZCH), the NZ Qualifications Authority Homeopathy Advisory Group, Core Health Unit Standards Advisory Group, Ministry of Education, Tertiary Education Commission, and Work and Income New Zealand staff.

In the wider field of Natural Therapies, the Bay of Plenty College of Homeopathy utilizes facilities at, and staff teach on programmes offered by, the Canterbury College of Natural medicine in Christchurch. The Bay of Plenty College of Homeopathy also liaises with South Pacific College of Natural Therapies staff for the workbooks, and laboratory sessions necessary for access to the degree pathway (which requires two laboratory session days over the year).

Graduates of the Bay of Plenty College of Homeopathy work in homeopathy related businesses such as - Homeopathic Farm support, Selene Homeopathics (Tauranga), Simillimum Homeopathic Pharmacy (Wellington), NaturoPharm (the largest manufacturer of Homeopathic remedies in NZ).

The Bay of Plenty College of Homeopathy recognizes the needs of employers, and provides students with real life situations to assist in the transition from tertiary education into the workforce, as well as preparing students for professional registration with the NZ Council of Homeopaths (NZCH).

Industry representatives are members of the Bay of Plenty College of Homeopathy Academic Advisory Group, and act as tutors and advisors on Homeopathic pharmacy teaching. Homeopathic businesses provide products for training, and sponsor overseas seminars and conferences. Input from these businesses is critical in keeping the Bay of Plenty College of Homeopathy up to date with current industry requirements, and innovation, and assists to maintain industry standards.

The linkage with industry helps to maintain relevancy and standards so there is an ongoing coherence between what is taught and what is practiced. This ensures that qualifications are relevant to the academic and practical skills needed to succeed in industry.

6 Approach to fulfilling Treaty of Waitangi obligations

Currently 10.4% of Bay of Plenty College of Homeopathy students identify as Maori.

Consultation and relationship building with Maori students within the Bay of Plenty College of Homeopathy and on Marae by a dedicated Maori Liaison Officer is designed to encourage participation and achievement of Maori.

The Maori Liaison Officer provides advice on protocol and ways to recognize the needs of Maori in the learning environment, as well as ways to encourage Maori student achievement.

The Maori Liaison Officer is helping to develop appropriate protocols and formalize the support structure and links with local and regional Iwi.

Treaty of Waitangi awareness is a component of both the National Diploma of Homeopathy, and the Diploma of Homeopathy (Animal Health) qualifications. Treaty of Waitangi workshops are delivered annually at all Bay of Plenty College of Homeopathy venues and are taught by appropriate tutors. All staff are required to complete this training as part of their professional development.

7 Approach to meeting the needs of Pacific people

Members of the Bay of Plenty College of Homeopathy Academic Advisory Group staff are actively involved in forming links with Pacific Island communities in South Auckland.

To date, there is one identified member of the Pacific Islands community involved in the New Zealand homeopathic industry. The establishment of protocols, and increasing accessibility for Pacific Island people to homeopathic treatment and training is a priority.

Efforts to further meet the needs of Pacific Island people are focused in the Auckland region, because this area has the largest Pacific Island community in NZ.

8 Approach to meeting education needs of learners

Learner needs are met in a variety of ways - a structured and progressive programme of study, continuous assessment, Student/Staff Coordinator support, clear and regular feedback channels, flexibility in delivery, assessment preview and reviews, and notification of requirements for assessment at beginning of each academic year with regular reminders.

The Dean and Extramural Coordinator carry out frequent checks on student achievement, and students are contacted personally to determine if any assistance is required.

The 2002 course completion rate of 82% over all 4 years, and a qualification completion rate of 96% are quantitative expressions of the successful learning achieved at the Bay of Plenty College of Homeopathy.

A disability policy applies to meet learner needs. This involves special assistance with study or assessment. The option for alternative forms of assessment is available to allow all students the opportunity to demonstrate competency.

The Bay of Plenty College of Homeopathy provides a learning environment that is fun, active, embracing, stimulating, and therefore ensures diverse needs are met and successful outcomes are achieved.

9 Approach to ensuring the organization develops and supports a staff profile that reflects its mission and special character

All clinical homeopathy tutors must be registered Homeopaths with extensive practical and clinical experience. Tutors must maintain their registration with the NZCH by completing at least 10 hours continuing education in homeopathy per year.

All Core Health tutors are highly qualified clinicians and/or academics, with excellent teaching skills as evidenced by annual formal feedback from students.

The Bay of Plenty College of Homeopathy provides an average of 50 hours of continuing education opportunities with overseas or specialist homeopathy guest tutors per year. Staff are entitled to

attend these workshops at reduced or complementary rates depending on their contractual agreements.

A staff training and development allowance is included in the annual budget. Staff are encouraged to apply for study assistance when they wish to attend seminars in NZ or overseas in order to extend their educational and teaching profile. All members of teaching staff have a Certificate of Adult Teaching or are currently pursuing one. Staff are required to undertake Treaty of Waitangi training as a condition of their employment.

The Bay of Plenty College of Homeopathy is committed to health and safety of our staff and have Health and Safety officers in workplaces to meet statutory obligations.

All positions advertised, and all qualified personnel are invited to apply for advertised vacancies.

Academic freedom is demonstrated by the inclusion on the Bay of Plenty College of Homeopathy teaching staff, members from all the schools of thought current in homeopathy today.

10 Governance and management structures and principles

Refer to Appendix I for the management structure.

The Bay of Plenty College of Homeopathy Governing Body meets three times per year for the purposes of reviewing and approving the organizations strategic plan, reviewing and approving financial delegations, monitoring the organizations performance against strategic plans and objectives, and providing oversight of the organizations systems for the management of risk.

The Bay of Plenty College of Homeopathy's chartered accountant is involved in preparation of accounts and budget reviews on quarterly basis. The Chief Executive Officer reports, and is accountable, to the Governing Body on financial matters.

As there is no governance/management split, and financial management is undertaken in consultation with the accountant; performance review has taken place at Governing Body level in the form of peer review. The College will continue to implement best practice in line with other organizations of this size, across all key staff.

Auditing of cash flow and forecasts are carried out annually by an independent auditor, or as required by the Tertiary Education Commission.

Staff and students are encouraged to reach their potential academically, practically, and managerially.

The Bay of Plenty College of Homeopathy culture of 'friendly professionalism' prevails. Regular staff meetings and Academic Advisory Group meetings provide structural communication and feedback. Students have regular access to tutors, and administrative staff, and often support each other in time management, and effective study techniques.

11 Consultation undertaken in preparation for the Charter

Stakeholders include - students, teaching staff, administrative staff, management staff, Homeopathic practitioners, other providers of homeopathic education, providers of Homeopathic services, members of the Maori and Pacific Island community, and consumers and users of homeopathy.

Advertisements were placed in the following publications inviting feedback on the Charter : New Zealand Herald (Auckland region), The Press (Christchurch region), Bay of Plenty Times (Tauranga region), and the Homeopathic NewZ , trade journal of the NZ Homeopathic Community.

A copy of the draft charter is available to students at teaching venues, and a notice has been posted on the Bay of Plenty College of Homeopathy website inviting feedback.

Copies of the draft Charter were emailed to all staff members, the accountant, the auditor, the Maori Liaison Officer, and the Pacific Island community contact.

The revised charter will be available on the website by 1 September 2003, with a summary of changes.