

# Dr Evelyn Scott Aboriginal and Torres Strait Islander Higher Education Scholarship 2022



## Terms and Conditions



This document outlines the application process as well as the terms and conditions of the Dr Evelyn Scott Scholarship (the Scholarship).

- *The successful applicant will be required to sign an individual Scholarship agreement. Students must meet all conditions as outlined in the agreement.*
- *Applicants should read these Terms and Conditions in their entirety before applying for or accepting a Scholarship offer from Bupa Foundation. By accepting the Scholarship offer, the successful applicant is agreeing to and accepting these Terms and Conditions and any other requirements and conditions, outlined in the Scholarship offer.*
- *The Scholarship will be awarded to the applicant selected by the selection panel (see section 3.0 – Governance) having met the Eligibility Criteria (see section 1.0 – Eligibility).*

### 1.0 Eligibility criteria

To be eligible for the Scholarship an applicant must:

- 1.1** be of Aboriginal and Torres Strait Islander descent, studying a minimum of 30 units (equivalent to full-time study) at an Australian University (University); and
- 1.2** have completed or currently completing a full summer internship through the CareerTrackers program including, but not limited to, at Bupa; and
- 1.3** have an interest or background in health (however the applicant does not need to be studying a health degree); and
- 1.4** demonstrate the values of Dr Evelyn Scott in the community and embody Dr Evelyn Scott's will and determination for change. The selection panel (see Governance at paragraph 3 below) will consider the values and legacy of Dr Evelyn Scott in selecting the successful applicant, reflected in the applicant's extra-curricular activities and references. Some of these values include integrity, respect, champion of equality, courageous, passionate and authentic. These values will be considered alongside personal attributes such as tenacity and leadership qualities, reflective of Dr Scott's passion and advocacy for the rights of Aboriginal and Torres Strait Islander peoples. Applicants may also highlight the work they have undertaken or are undertaking at Bupa as part of this application process; and
- 1.5** provide two character references. One from their current or a previous CareerTrackers internship manager, and one additional from another referee such as a community leader, course coordinator or mentor, that is verified by a Bupa representative; and
- 1.6** provide a transcript of academic record if requested by Bupa (together, the Eligibility Criteria).

### 2.0 Application process

- 2.1** Scholarship applications will be assessed on the Eligibility Criteria and the material received. Applicants who do not meet the Eligibility Criteria or who do not provide appropriate supporting documentation will not be considered. Applicants are therefore encouraged to ensure they carefully consider and address the Eligibility Criteria and collect all required material before applying. There will not be any opportunity for applicants to submit any supplementary application material.
- 2.2** Applications must be submitted using the Application Form and emailed to the Bupa Community Engagement team via [communityengagement@bupa.com.au](mailto:communityengagement@bupa.com.au) between Friday 7 October and Wednesday 10 November 2021 (Application Period).
- 2.3** A shortlist of applicants will be decided by the selection panel by Wednesday 17 November 2021.
- 2.4** Shortlisted applicants will be notified that they have been shortlisted by Bupa via phone and email by Thursday 18 November 2021.
- 2.5** Shortlisted students will be interviewed by the selection panel via video call (via Microsoft Teams) at a suitable time between 22 November and 3 December 2021.
- 2.6** The preferred applicants will be awarded the Scholarship subject to providing satisfactory character reference checks undertaken by, and in the sole discretion of, the Bupa Community Engagement team.
- 2.7** The successful Scholarship applicants will be advised in December 2021.
- 2.8** Applicants that are not awarded the Scholarship may request reasons why their application was not successful. A response will be issued to the applicant within 10 business days, detailing the reasons for the application not being successful.

### 3.0 Governance

- 3.1 The Scholarship will be awarded by a panel consisting of at least three members including Bupa and community leaders.

### 4.0 Accepting the Scholarship

- 4.1 The successful applicants will receive a scholarship offer containing the details of the Scholarship (**Scholarship Offer**).
- 4.2 The successful applicants must respond to the Scholarship Offer via email confirming acceptance of the Scholarship Offer and send a signed copy of the Scholarship Offer to [communityengagement@bupa.com.au](mailto:communityengagement@bupa.com.au) by Monday 13 December 2021, for payment of the first instalment in December 2021.
- 4.3 The Scholarship Offer is not an offer of employment with Bupa and is in no way connected to the applicant providing services for Bupa. The Scholarship is separate to any existing or prior employment contract that a student may have with Bupa through the CareerTrackers internship program and is not reflective of an employment arrangement. The Scholarship recipients will not provide services to Bupa that is reflective of an employment relationship.

### 5.0 Scholarship value and payments

- 5.1 The Scholarship will be effective from Monday 15 February 2022 (or the date that reflects Semester 1 of their University year) through to 30 November 2021 (or the date that reflects the end Semester 2 of their University year).
- 5.2 The Scholarship winners will be awarded \$15,000, split over two payments:
  - \$10,000 (less any tax withholdings as required by law) will be paid to the successful applicant to cover cost of living associated with University study.
  - An additional \$5,000 (less any tax withholdings as required by law) will be paid to the successful applicant to assist with study, personal development courses or initiatives that support study outcomes.
  - Please note that it is the responsibility of the applicant to seek their own independent financial and taxation advice as to how the Scholarship payment may affect their financial position including any government related payments.
  - \$10,000 will be paid in prior to December 31, 2021 with the second payment made after this time at the end of Semester One 2022.
- 5.3 The student/scholarship will be reassessed for eligibility on a half yearly basis. If Bupa determines that a student no longer meets the eligibility criteria or scholarship conditions at this or any other time, the scholarship (and payment of the second instalment) may be suspended pending further investigation or terminated. Any decision to suspend or terminate the scholarship will be at Bupa's absolute discretion.
- 5.4 Four scholarship runner up awards of \$5,000 will also be awarded and will be paid (less any tax withholdings as required by law) to cover cost of living associated with University study or assist with study, personal development courses or initiatives that support study outcomes.
  - Please note that it is the responsibility of the recipient to seek their own independent financial and taxation advice as to how the award may affect their financial position including any government related payments.
  - \$5,000 will be paid prior to December 31, 2021.

### 6.0 Conditions and retaining your scholarship

- 6.1 The Scholarship winners will be required to provide Bupa with permission to use their image and name in relation to the Scholarship for promotional purposes across various communications channels, including but not limited to Bupa's social media channels, website, publications and customer communications, internal communications network. A media release form will be provided with the formal offer and must be signed and returned when accepting the Scholarship.
- 6.2 The Scholarship winner must provide 1 x update (in a blog format) to Bupa per University semester on their studies and progress, to be used across Bupa's internal and external (if appropriate) communications channels, and to be shared with the selection panel.
- 6.3 The Scholarship winner will also have the opportunity to mentor future recipients of the Scholarship, if they choose to do. Future mentoring opportunities are not a requirement of the Scholarship.
- 6.3 Whilst the Scholarship is not based solely on academic merit, Bupa reserves the right to request an academic transcript update throughout the year as proof of University attendance and course progression in accordance with the requirements of the Scholarship.
- 6.4 Deferring the Scholarship or leave of absence

*The Scholarship cannot be deferred in the event of a University course deferral. Similarly, if the Scholarship winner takes a leave of absence during the Scholarship period, they will not receive Scholarship payments whilst on leave.*

### 7.0 Scholarship termination

- 7.1 Bupa may, by giving written notice, immediately terminate the Scholarship if any of the following occurs:
  - Discontinuance from course or inactive enrolment; or
  - Failure to meet the Eligibility Criteria and conditions of the Scholarship; or
  - The Scholarship winner is suspended or excluded for any reason by their University; or
  - The Scholarship Winner does anything which brings Bupa into disrepute, which Bupa may in its sole discretion decide.
- 7.2 **Consequences of termination**

If the Scholarship is terminated for any reason, the Scholarship winner will not receive any further payments from the time of termination.
- 7.3 **Providing false information**

The awarding of the Scholarship is based on the information the applicant provides to Bupa as part of the application process. The Scholarship may be withdrawn at any stage if the student provides incorrect, false or misleading information or withholds relevant information.

### 8.0 Privacy

Bupa Foundation collects personal information from Scholarship applicants and their character references to conduct the Scholarship program and application process and may, for this purpose, disclose such information to third parties, including but not limited to agents, contractors and suppliers. Application for the Scholarship is conditional on providing this information. We are unlikely to send an applicant's personal information outside of Australia. However, if we do, we will require the recipient of the information to comply with privacy laws and contractual obligations to maintain the security of the data. We will handle your personal information in accordance with our obligations under the *Privacy Act 1988* (Cth) and any applicable policies. Where you provide another person's personal information to Bupa Foundation as part of the application process, you promise that you have that person's express consent to the disclosure and use of that information by Bupa Foundation to conduct the Scholarship program before doing so.