

# St Augustine's Catholic Primary School Maryborough

## Cultural Safety and Inclusion Action Plan



St Augustine's Catholic Primary School Maryborough is committed to creating and maintaining a child safe and child-friendly organisation, where children and young people are safe and feel safe. This document, our Cultural Safety and Inclusion Action Plan, provides an overview of our approach to establish and maintain a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.

In February 2022 the Ministerial Order No. 1359 – Implementing the Child Safe Standards – managing the risk of child abuse in schools and school boarding premises (MO 1359) was released. The 11 Child Safe Standards outlined in MO 1359 came into effect on 1 July 2022 in all Victorian schools.

One of the Key changes included in the new requirements is for a **greater focus** on safety for Aboriginal children and young people linked to Child Safe Standard 1.

Child Safe Standard 1 – Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.

The term 'Aboriginal' includes Aboriginal and Torres Strait Islander peoples. It is important to be respectful of how individual children, students, their families and community refer to themselves, and use appropriate language. Cultural Safety includes being able to provide a safe, nurturing and positive environment where:

- A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported.
- Strategies are embedded within the organisation which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and young people.
- Measures are adopted by the organisation to ensure racism within the organisation is identified, confronted and not tolerated. Any instances of racism are addressed with appropriate consequences.
- The organisation actively supports and facilitates participation and inclusion within it by Aboriginal children, young people and their families.
- All of the organisation's policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people and their families.

To support and continue to embed this Standard, St Augustine's commit to continue to build a strong school culture to support cultural inclusion by:

- Beginning gatherings and meetings within our school community with our contextualised Acknowledgement of Country. This includes student gatherings, formal occasions (such as whole school mass), School Advisory Council (SAC) Meetings, Staff Meetings, Parent Information Sessions and Leadership Meetings
- Flying both the Aboriginal and Torres Strait Islander flags on school grounds
- Making Aboriginal voice part of decision-making in matters that affect Aboriginal students. We are open to different ways of doing and expressing things
- Celebrating the local Dga Dga Wurrung community in communications with students, staff and families
- Sharing learnings through school newsletters and school assemblies
- Leading on safety and inclusion for all Aboriginal students and their families

- Speaking with respect and confidence about Aboriginal culture, knowledge systems and people
- Providing a welcoming environment for Aboriginal children, including the physical environment
- Proudly and prominently displaying Aboriginal artwork – our school commissioned an artwork depicting our school story from a local Aboriginal artist
- Actively addressing racism
- Building knowledge of Aboriginal culture into school planning, including immersions in significant cultural events
- Embedding Aboriginal histories and cultures when planning curriculum
- Partnering with members of the Dga Dga Wurrung community when the opportunity arises
- Reviewing and assessing how the school supports cultural inclusion
- Recognising key events and anniversaries, such as National Sorry Day, National Reconciliation Week, Harmony Day and NAIDOC Week