



CULTURAL SAFETY ACTION PLAN (Child Safety Standard 1)



Help for non-English speakers

If you need help to understand this policy, please contact our front office staff (03) 9584 5800 or kingston.heath.ps@education.vic.gov.au

Note: Throughout this document the term Koorie is used to refer to both Aboriginal and Torres Strait Islander people.

Kingston Heath Primary School embraces the vision of the [Marrung Aboriginal Education Plan](#) and celebrates the culture, knowledge and experiences of First Nations Peoples. We are committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal culture, values and practices are respected. We aim to equip staff, students, volunteers and the school community to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and students.

We think about how every student can have a positive experience in a culturally safe environment. For Aboriginal students, we recognise the link between Aboriginal culture, identity and safety and actively create opportunities for Aboriginal students and the Aboriginal community to have a voice and presence in our school planning, policies, and activities.

Our school has a number of measures in place to ensure our community acknowledges and appreciates the strengths of Aboriginal and Torres Strait Islander culture. These measures are outlined below.

Family and community perspectives and inclusion

We actively seek participation and feedback from Koorie students, families and Community by:

- acknowledging the existing knowledge of Koorie students and their families and seeking their feedback on decisions that affect them, and on how well we are meeting their needs, through initial enrolment meetings, Student Support Groups, during the development of Individual Education Plans and regular parent meetings
- working with our regional Koorie Engagement Support Officers (KESOs) for advice on how we can create a culturally inclusive learning environment and to build our capacity to provide support for individual Koorie students attending our school
- partnering with the **Boonwurrung/ Bunurong** people to seek feedback and advice or to review cultural safety in school environment, systems and processes or to review existing and new actions we can take to support the diverse and unique identities and experiences of Aboriginal students and children in our community.
- implementing the Koorie Education Policy to create a learning environment for all students that acknowledges, respects and values Aboriginal cultures and identities (Government schools).

- supporting local Aboriginal businesses through school procurement
- engaging with the Local Aboriginal Education Consultative Group (LAECG) and/or the Victorian Aboriginal Education Association Incorporated (VAEAI).

Training and professional development of staff and volunteers

To ensure our staff are equipped with the skills and knowledge necessary to create and maintain a positive and inclusive school environment we:

- ensure staff participate in [Community Understanding and Safety Training \(CUST\)](#) training
- provide tailored training and professional development each year to build knowledge for specific staff based on any emerging or current areas of need
- ensure training and professional development equips teaching staff to deliver Aboriginal and Torres Strait Islander perspectives within the classroom curriculum
- support teachers to work in their Professional Learning Communities (PLCs) to map and develop teaching and learning activities within the Victorian Curriculum priorities to enable staff to build their confidence with Aboriginal and Torres Strait Islander content and to recognise opportunities to draw upon Aboriginal pedagogies and practices within their classrooms
- ensure training and professional development equips staff with an understanding and appreciation of the strengths of Aboriginal and Torres Strait Islander culture and its importance to the wellbeing and safety of Koorie children and students.
- training staff and volunteers to understand the importance of Aboriginal culture to the wellbeing and safety of Aboriginal students.
- working with the local [Boonwurrung/ Bunurong people](#) to build staff, volunteer and student knowledge and respect for Aboriginal culture and to promote cultural inclusion.

Curriculum and learning

Kingston Heath Primary School supports the development of high expectations and individualised learning for Koorie students and creates a learning environment for all students that acknowledges, respects and values Aboriginal and Torres Strait Islander cultures and identities. This includes:

- implementing the Department of Education and Training's [Koorie Education Policy](#)
- ensuring that all Koorie students have individual education plans developed in partnership with students, families, and KESOs.
- finding out about the Traditional Owners of the land/s where the school is situated at the Map of Indigenous Australia and learn about the importance of acknowledging Traditional Owners.
- including Aboriginal history and culture in professional learning for staff and volunteers and in curriculum planning for students.
- developing a resource bank of digital, hardcopy print and other artefacts that support the inclusion of Aboriginal content across the curriculum.
- learning more about Aboriginal histories and cultures, both locally and across Australia. Speak with respect and confidence about Aboriginal culture, knowledge systems and people.
- building school wide knowledge of Aboriginal histories, cultures, perspectives, values, skills and attitudes, through planned units of inquiry and recognition of significant events
- visiting an Aboriginal cultural learning centre, such as Koorie Heritage Trust (Melbourne)

Assemblies and other school events and activities

We ensure our school events and activities acknowledge and celebrate Aboriginal and Torres Strait Islander culture by:

- acknowledging the Country and Traditional Owners of the land on which our school is located (the Boon wurrung/ Bunurong) at the start of every school assembly and meeting
- arranging Welcome to Country by local Elders at major school events such as the opening of new buildings or campuses
- arranging incursions and excursions, and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture
- recognising key events and anniversaries including but not limited to:
 - Sorry Day and Anniversary of 2017 Uluru Statement of the Heart 26 May
 - Reconciliation Week 27 May - 3 June
 - Mabo Day 3 June
 - NAIDOC Week First week of July
 - National Aboriginal and Torres Strait Islander Children's Day 4 August

Built and digital environment

We ensure our built environment and website demonstrates an appreciation and acknowledgment of Aboriginal and Torres Strait Islander culture through:

- flying the Aboriginal and Torres Strait Islander flags on school grounds.
- displaying plaques/signs outside our main entrance that Acknowledge Country and Traditional Owners
- including an Acknowledgement of Country and Traditional Owners on our website home page, in school newsletters and on email signatures

Actively addressing racism

We ensure our school actively addresses racism through:

- expressing zero tolerance of racism in your statement of commitment to child safety included in your Child Safety and Wellbeing Policy and other documents.
- addressing racism from students, staff, volunteers or visitors directly. Making sure racist speech or actions are always dealt with, and the school community works to prevent incidents from occurring.
- encouraging non-Aboriginal school leaders and teachers to commit to ways they can work as an effective ally to Aboriginal students, their families and communities.

Review and feedback

In order to regularly review and improve our Cultural Safety Action Plan (Child Safety Standard 1), we will use the Victorian Aboriginal Child Care Agency [cultural safety continuum reflective tool](#) to make a tailored learning and development plan focused on staff cultural competence learning needs.

We recognise that our school's practices must be regularly reviewed and updated in partnership with our families and local communities. We encourage you to contact the Principal with any feedback, concerns or suggestions.

POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2022
Consultation	School Council August 2022 School Community via Website August 2022 School community via newsletter August 2022
Approved by	Principal
Next scheduled review date	June 2024