



## Policy Statement: Creating a Culturally Safe Environment for Aboriginal Children, Students, and their Families at Mansfield Steiner School

*This Policy statement should be read in conjunction with the related policies and procedures outlined in the school's Policy Connect portal.*

<https://mansfieldrudolfsteiner.policyconnect.com.au/module/262/page/d84205a8-320a-4823-abbf-ca3cebef271c.md>

At the time of writing, unfortunately, our school has no indigenous enrolments. This is something we would like to change as we believe we offer an excellent curriculum and school culture that fosters respect and connection to place and environment. We also offer a school where there are close connections between staff, students, and families. We hope that these are some of the conditions that will make our school attractive to indigenous students and families in the future. While the following policy statement imagines the types of actions, we would take to support indigenous families and students we believe that direct consultation with individuals would be required to provide the right support for the cultural needs and situation of a given family. We understand that a one size fits all approach to cultural understanding is not helpful.

Mansfield Steiner School is committed to creating a culturally safe and respectful environment for all Aboriginal children, students, and their families. We recognize the importance of acknowledging and respecting the cultural rights of Aboriginal people and the impact this has on their wellbeing and safety. Therefore, we will implement the following measures to ensure that our school community is culturally safe:

### Encouraging and Supporting Cultural Expression and Rights:

We recognize and respect the cultural identity of Aboriginal children and students. We will provide opportunities for Aboriginal students to learn, practice, and celebrate their cultural traditions, including language, dance, music, art, and storytelling. We will also encourage students to share their cultural knowledge and perspectives with the school community. The school will also work with the Aboriginal community to understand their needs and perspectives.

### Equipping the School Community:

We acknowledge the importance of the school community, including staff, students, and volunteers, in creating a culturally safe environment. We will provide cultural awareness training and education to all members of the school community to help them understand and appreciate the strengths of Aboriginal culture and the impact of cultural safety on Aboriginal children and students.



### Confronting and Addressing Racism:

We will not tolerate racism in any form in our school community, and we will take appropriate measures to address any instances of racism. We will provide a safe and confidential reporting mechanism for Aboriginal children, students, and their families to report any incidents of racism, and we will ensure that these reports are taken seriously and acted upon promptly.

### Active Support for Participation and Inclusion:

We will actively support the participation and inclusion of Aboriginal children and students and their families in all aspects of school life. We will work with Aboriginal families to ensure that their cultural perspectives and needs are considered when making decisions about the education and wellbeing of their children. We will also seek the participation of Aboriginal families in school events and activities. We will support and foster a positive relationship with the local Aboriginal community.

### Actions:

Develop and implement a Reconciliation Action Plan, with input from the local Aboriginal community, to guide the school's efforts to create a culturally safe environment for Aboriginal children and students.

Provide cultural awareness training and education to all staff and volunteers and incorporate cultural safety into the school's policies and procedures.

Establish a working group, which includes representatives from the Aboriginal community, to ensure that the school is meeting the needs of Aboriginal children and students and their families.

Review and update the school curriculum to include more culturally relevant and appropriate content for Aboriginal children and students.

Create opportunities for Aboriginal children and students to participate in cultural activities and events within and outside the school.

Engage in ongoing communication with Aboriginal families to ensure that their perspectives and needs are being heard and incorporated into school decision-making.

Regularly evaluate the school's progress towards creating a culturally safe environment for Aboriginal children and students and their families and make necessary adjustments to policies and practices as needed.

**Review date June 2023 Glenn Hood – Sent to GC June 2023**

**Next review June 2024**

