



# Mansfield Steiner School Equity and Diversity Policy

## Policy Summary Statement:

This policy summary should be read in conjunction with the full policy located on our Policy Connect Portal <https://mansfieldrudolfsteiner.policyconnect.com.au/module/262/page/eb994f34-8be0-4ac3-963d-36c850b5665b.md>

This policy includes the following subsections.

### **Aboriginal and Torres Strait Islander Students -**

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

### **Students with Disability**

<https://mansfieldrudolfsteiner.policyconnect.com.au/module/262/page/85072775-04a8-4f81-b108-7f1f8d067e6e.md>

### **Students from Culturally and Linguistically Diverse Backgrounds**

<https://mansfieldrudolfsteiner.policyconnect.com.au/module/262/page/8c57742e-8944-4219-80a8-25ea5c11f31b.md>

### **LGBTIQ+ Inclusion Policy**

<https://mansfieldrudolfsteiner.policyconnect.com.au/module/262/page/dde1c8dd-a4de-4945-9c22-426c19d8d061.md>

Mansfield Steiner School is dedicated to upholding equity and respecting diverse needs to create an inclusive and supportive educational environment for all students. This means that policies will need to be responsive to the need as it arises. We recognize that everyone possesses unique circumstances, backgrounds, and abilities, and we are committed to ensuring that every student, staff member, volunteer, and member of the school community feels valued and included. This policy outlines our strategies to support diversity, address the needs of vulnerable individuals, and foster a culturally safe and accessible environment.

### Policy Actions:

- 1. Supporting Staff and Volunteers: 1.1.** Mansfield Steiner School will provide regular training and professional development opportunities to staff and volunteers to enhance their understanding of diverse circumstances that students may face. **1.2.** We will establish support mechanisms and resources to assist staff and volunteers in responding to the needs of vulnerable children and students. **1.3.** Regular communication channels and forums will be implemented to encourage collaboration and knowledge-sharing among staff and volunteers regarding inclusive practices.



2. **Access to Culturally Safe and Accessible Information and Support: 2.1.** Mansfield Steiner School will ensure that children, students, staff, volunteers, and the school community have access to information and support services that are culturally safe, easily understandable, and available in multiple formats. 2.2. We will promote clear and accessible complaint processes to address any concerns related to equity, diversity, or discrimination, ensuring that they are widely communicated to all stakeholders.
3. **Attention to Specific Student Needs: 3.1.** Mansfield Steiner School will prioritize the needs of students with disabilities by providing appropriate accommodations, support, and resources to facilitate their participation in all aspects of school life. 3.2. We will implement programs and initiatives that support students from culturally and linguistically diverse backgrounds, including language support services, cultural celebrations, and awareness campaigns. 3.3. Special attention will be given to students who are unable to live at home, ensuring their well-being, safety, and emotional support within the school environment. 3.4. Mansfield Steiner School will actively support and celebrate the presence of international students, providing them with appropriate orientation, integration programs, and language support. 3.5. We will foster an inclusive and safe environment for lesbian, gay, bisexual, trans and gender diverse, intersex, and queer (LGBTIQ+) students, promoting acceptance, understanding, and respect.
4. **Culturally Safe Environment for Aboriginal Students: 4.1.** Mansfield Steiner School will engage with local Aboriginal communities and Elders to ensure a culturally safe and respectful learning environment for Aboriginal students. 4.2. We will incorporate Aboriginal perspectives, histories, and cultures into the curriculum and learning materials to promote understanding and respect. 4.3. We will actively support and promote cultural events, ceremonies, and activities that celebrate and acknowledge Aboriginal heritage.

#### Policy Implementation:

1. Provide regular training and professional development opportunities for staff and volunteers on equity, diversity, and inclusion.
2. Strengthen our current well-being structure to aid vulnerable students.
3. Develop and distribute culturally safe and accessible information materials (in multiple languages and formats as required)
4. Create a clear and transparent complaints process that is easily accessible to all stakeholders.
5. Implement individualized support plans for students with disabilities, considering their unique needs.
6. Offer language support services and cultural awareness programs for students from diverse linguistic and cultural backgrounds.
7. Develop a comprehensive support system for students who are unable to live at home, including counselling services and alternative accommodation options.
8. Establish a safe space or support group for LGBTIQ+ students and organize awareness-raising and inclusive education initiatives.



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

Next review June 2024