

Avalon College

CULTURAL SAFETY & INCLUSION POLICY

1. Purpose

Avalon College is an English language school dedicated to supporting international students learning English as an Additional Language (EAL). The College is committed to fostering a culturally safe, inclusive and respectful environment for all students, staff and community members.

This policy ensures that cultural diversity is recognised, respected and embedded within the College's EAL-focused curriculum, operational practices and residential boarding environment. It supports compliance with:

- **VRQA Guidelines**
- **Ministerial Order No. 1359 – Child Safe Standards**
- **Equal Opportunity Act 2010 (Vic)**

2. Scope

This policy applies to:

- All Avalon College students, including boarders
- Teaching, boarding and administrative staff
- Volunteers and contractors
- All educational, co-curricular, boarding and community engagement activities

3. Principles of Cultural Safety & Inclusion

Avalon College is committed to the following core principles:

Cultural Recognition

- Acknowledge and respect the diverse linguistic, cultural and religious backgrounds of international students.

Equity & Inclusion

- Ensure equal access to quality education, EAL support and student services for all learners, regardless of background.

Safe Learning Environments

- Create welcoming, inclusive, and safe spaces that support students adapting to English language learning and Australian culture.

Protection Against Discrimination

- Prevent any form of discrimination, exclusion, or harassment based on:
 - Race or ethnicity
 - Language or religion
 - Gender, disability or cultural identity

Celebration of Multiculturalism

- Promote intercultural exchange and appreciation through cultural celebrations within the Avalon College international community.

Aboriginal Cultural Safety

- While Avalon's student population is predominantly international, the College:
 - Acknowledges Traditional Owners of the land
 - Embeds inclusive practices that respect Aboriginal and Torres Strait Islander cultures, perspectives and histories as part of the broader school community and staff culture.
 - Ensures Aboriginal staff, students or community members experience cultural safety and recognition

4. Cultural Safety & Inclusion Initiatives

4.1 Curriculum & English Language Support

- EAL curriculum includes culturally diverse perspectives and multilingual support strategies
- Tailored English as an Additional Language (EAL) support to assist international students on developing language proficiency.
- Cultural content is embedded into classroom discussions and activities
- Encouragement of multilingual learning strategies to support students' transition to English-medium education.

4.2 Inclusive Student Engagement

- Cultural awareness events (e.g., Harmony Day, Lunar New Year, Eid, Diwali, etc.)
- Mental health and wellbeing support delivered with cultural sensitivity

- Multilingual communication provided where needed to enhance understanding

4.3 Staff Training & Professional Development

- All staff complete **annual cultural awareness training**
- Diversity is valued in recruitment and leadership representation
- Anti-discrimination and unconscious bias training is embedded into professional learning

4.4 Culturally Safe Boarding & Residential Environments

- Boarding staff trained in cultural responsiveness and student engagement to include and respect different cultural customs and traditions.
- Inclusive routines that accommodate:
 - Dietary requirements
 - Religious observances
 - Language differences and customs
- Culturally sensitive conflict resolution and communication strategies

5. Reporting & Addressing Cultural Safety Concerns

- Any student or staff member can raise concerns of discrimination or exclusion
- Reports should be made to the **Child Safety Officer** or **Managing Director**
- Complaints are managed under the **Avalon Boarding Pty Ltd Complaints & Grievances Policy (AB-GOV-010)**
- All allegations of:
 - Racial, cultural bias or harassment;
 - Exclusion;
 - Discriminatory conduct;

are investigated promptly and addressed with appropriate corrective actions.

6. Recordkeeping & Compliance Monitoring

- Training records and initiatives are documented and reviewed annually
- The **College Leadership Team** monitors compliance with:
 - Ministerial Order No. 1359
 - VRQA cultural safety standards
- Continuous improvement strategies are implemented based on annual review findings

7. Communication & Accessibility

This policy and its principles are promoted and made accessible through:

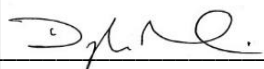
- Staff induction and professional development training programs
- Student orientation program on cultural safety and inclusion
- Translated versions available upon request
- Engagement with culturally diverse families and community members

8. Policy Review

This policy will be **Reviewed annually**, or following significant updates in legislative, regulatory changes or VRQA requirements.

Approved by: Avalon College Managing Director

Signature:



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Approved By: Avalon College Managing Director