

Avalon College Cultural Safety & Inclusion Policy

1. Purpose

Avalon College is an **English language school** dedicated to supporting **international students who are 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 structures, and boarding environments** in compliance with **VRQA standards, Ministerial Order No. 1359, and the Equal Opportunity Act 2010 (Vic)**.

2. Scope

This policy applies to:

- **All Avalon College students, staff, and volunteers.**
- **Boarding supervisors, teaching faculty, and administrative personnel.**
- **All school activities, including curriculum, student support services, and co-curricular programs.**

3. Principles of Cultural Safety & Inclusion

Avalon College is committed to:

- **Cultural Recognition:** Acknowledging and respecting the diverse cultural and linguistic backgrounds of our international student community.
- **Equity & Inclusion:** Ensuring that all students, particularly **EAL learners**, have equal access to educational opportunities and language support.
- **Safe Learning Environments:** Promoting a safe, welcoming, and inclusive atmosphere for students adapting to English language learning and Australian culture.

- **Protection Against Discrimination:** Preventing discrimination, harassment, or exclusion based on race, language proficiency, religion, gender, disability, or cultural identity.
- **Celebration of Multiculturalism:** Actively promoting cultural exchange, understanding, and appreciation within the Avalon College international community.
- **Aboriginal Cultural Safety:** Avalon College recognises the importance of ensuring a culturally safe environment for Aboriginal and Torres Strait Islander students. While the student body is primarily international, the College upholds inclusive practices that respect and value Aboriginal cultures, perspectives, and histories as part of the broader school community and staff culture.

4. Cultural Safety & Inclusion Initiatives

4.1 Curriculum & English Language Support

- Integration of **culturally diverse perspectives** into **EAL-focused curriculum materials**.
- Tailored **English as an Additional Language (EAL) support** to assist international students in developing language proficiency.
- Encouragement of **multilingual learning strategies** to support students' transition to English-medium education.

4.2 Inclusive Student Engagement

- Active student participation in **cultural celebrations and awareness programs**.
- Ensuring culturally appropriate **student well-being and mental health support**.
- Providing clear communication in **multiple languages where necessary**.

4.3 Staff Training & Professional Development

- **Annual cultural awareness training** for all staff.
- Encouraging **staff representation from diverse backgrounds**.
- Implementing **anti-discrimination and unconscious bias training**.

4.4 Culturally Safe Boarding & Residential Environments

- Inclusive boarding house policies that **respect different cultural customs and traditions**.
- Clear guidelines on dietary, religious, and language accommodations.
- Training for boarding staff on **cultural sensitivity and student engagement**.

5. Reporting & Addressing Cultural Safety Concerns

- Students and staff may **report concerns or discrimination** to the Child Safety Officer or Managing Director.
- Complaints will be handled under the **Avalon Boarding Pty Ltd Complaints & Grievances Policy (AB-GOV-010)**.
- Any instances of **racial discrimination, cultural bias, or harassment** will be addressed with **appropriate corrective actions**.

6. Record-Keeping & Compliance Monitoring

- **All cultural safety initiatives and training records** must be documented.
- The **College Leadership Team** will **conduct annual reviews** of cultural safety practices.
- Compliance with **Ministerial Order No. 1359** and **VRQA cultural safety requirements** will be regularly assessed.

7. Communication & Accessibility

This policy is implemented through:

- **Staff induction programs and professional development training.**
- **Student orientation programs on cultural safety and inclusion.**
- **Availability of translated materials where required.**
- **Regular community engagement and consultation with culturally diverse groups.**

8. Policy Review

This policy is reviewed **annually** or following significant updates in legislation or VRQA requirements.