



## Child Safety Equity & Diversity Policy PP021

Plenty River College (the College) is an independent, specialist senior secondary school and a Registered Training Organisation (RTO Code: 22732), delivering the Victorian Pathways Certificate (VPC) and VCE Vocational Major (VM) and Vocational Education and Training (VET) Certificates. The College provides a safe and inclusive learning environment for young people aged 15-20 years who may have been disengaged or are at risk of disengaging from education.

This policy has been developed in accordance with Ministerial Order No. 1359 – Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises (Ministerial Order 1359) – Standard 5, which requires all Victorian schools to implement proactive strategies to enhance the rich diversity of our students, families and community and promote respectful environments that are free from discrimination.

### Purpose

This policy sets out how the College upholds equity and respects the diverse needs of all students in line with Ministerial Order 1359 – Child Safe Standards, specifically Child Safe Standard 5: Equity, in policy and practice. It outlines how we actively identify and respond to students at greater risk of harm, apply inclusive and accessible practices in all College programs and policies, and ensure our child safety framework is inclusive, responsive, and respectful of all students' identities, backgrounds, and experiences.

This policy works in close alignment with other College policies and procedures that promote equity, inclusion, and child safety. Together, these policies ensure that the principles of diversity and respect are embedded across all areas of college operations, decision-making, and daily practice.

### Scope

This policy applies to all College staff, students, volunteers, contractors and College community members engaged in college-related activities, both on and off campus and online.

### Identifying and Responding to Students at Greater Risk of Harm

The College is committed to identifying and responding to students who may be at higher risk of child abuse, marginalisation or discrimination. This includes:

- **Aboriginal students:** Recognising and affirming their identity, connection to culture, Country and community. We may engage Aboriginal voices in planning and decision-making and provide culturally safe learning environments – refer to our Statement of Commitment to the Cultural Safety of Aboriginal Students.



## Child Safety Equity & Diversity Policy PP021

- **Students with disability:** Making reasonable adjustments to support equal participation in college activities, and addressing communication, mobility and sensory needs through Individual Education Plans and allied health supports.
- **Culturally and linguistically diverse students:** Providing translation services, culturally inclusive pedagogy, and respectful engagement with students and families.
- **Sexual orientation:** providing appropriate guidance and support.

These students are prioritised in risk identification, safeguarding strategies, and wellbeing support. Staff are trained to recognise signs of harm or exclusion and act in line with child safety procedures.

### Inclusive and Accessible Policies and Practices

The College ensures that all College policies, programs, and communications are inclusive and accessible by:

- Applying a diversity and equity lens during policy development and review.
- Embedding cultural inclusion, anti-discrimination principles in all learning programs and extracurricular activities.
- Ensuring physical, technological, and curricular access for students with disability as outlined by our Reasonable Adjustments Policy.
- Designing child safety communications that are developmentally appropriate and accessible to all students, including those with communication needs or language barriers.
- Supporting respectful relationships and inclusive practices through wellbeing and pastoral care programs.
- Maintaining high expectations for every student, while recognising individual needs and providing tailored supports.

### Implementation Measures

To implement this policy, the College will:

- Provide regular staff training on equity, unconscious bias, inclusive practice, and culturally safe engagement.
- Incorporate student voice and feedback in program design and evaluation.
- Promote visible inclusion through learning resources, signage, College events and rituals.
- Maintain data-informed systems to monitor student wellbeing, engagement, and equity outcomes.



## Child Safety Equity & Diversity Policy PP021

- Actively engage families from diverse backgrounds and provide interpreter or cultural liaison support where needed.
- Embed protective behaviours and respectful relationships education in the curriculum.

### Roles and Responsibilities

#### College Board/Governing Authority

- Ensure that equity and respect for diversity are embedded in the strategic direction, governance, and policy framework of the College.
- Must develop and endorse a policy or statement that details the strategies and actions the College will take to implement culturally safe environments in which the diverse and unique identities and experiences of all students are respected and valued.
- Ensure the College pays particular attention to the needs of students with disability, sexual orientation, students from culturally and linguistically diverse backgrounds, students who are unable to live at home etc.
- Ensure that child safety risk management practices and compliance are monitored.
- Critically review and approve policies and practices to ensure they are inclusive, accessible, and culturally safe, and that they promote the full participation and wellbeing of every student.

#### Executive Principal

- Responsible for leading a whole college culture that upholds the rights of all students to feel safe, included, and respected.
- Must **champion equity and inclusivity across the College**, ensuring all students — including Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disability, and students in out-of-home care, LGBTIQ+ students are supported to fully participate in the College life.
- **Oversee staff training and professional learning** to support inclusive practices and cultural safety and ensure that all staff understand the diverse circumstances of children and students and provide support and respond to vulnerable children and students.
- **Monitor implementation and impact**, by regularly reviewing College policies, collecting feedback from students and families and adjusting practices as needed.
- **Report to the College governing authority** on the College's progress in meeting its obligations under the Child Safe Standards, including those related to equity and cultural safety.



## Child Safety Equity & Diversity Policy PP021

- Provide students, staff, volunteers and the College community with access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.

### All Staff (Teaching & Non-Teaching) & Volunteers

All staff and volunteers at the College have a shared responsibility to contribute to a safe, inclusive, and respectful College environment. They are expected to:

- **Uphold and promote equity and inclusion** in their daily work, recognising and responding to the diverse needs of all students, including Aboriginal and Torres Strait Islander students, students with disability, sexual orientation, students from culturally and linguistically diverse backgrounds, and students in out-of-home care.
- **Support the cultural safety of Aboriginal students** by affirming their identity, respecting their cultural backgrounds, and actively contributing to a culturally safe College environment.
- **Read, understand, and comply with** all the College's Child Safety Policies and Procedures including the Child Safety Reporting Obligations Policy.
- **Complete child safety training and professional learning**, including induction and any required ongoing training, to build awareness of their responsibilities under the Child Safe Standards and to develop inclusive and culturally responsive practices.
- **Model respectful behaviour** at all times and respond to any breaches of the Child Safety Code of Conduct in line with College procedures.
- **Report concerns about a child's safety or wellbeing**, including concerns related to cultural safety or discrimination, in accordance with the College's reporting obligations and child safety procedures.

### Students & Parents/Carers

- Parents/Carers to partner with the College in supporting child safety and wellbeing
- Contribute to inclusive culture, model child safety behaviours as outlined in codes of conduct, raise concerns without fear of discrimination
- Support College processes and expectations regarding child safety



## Child Safety Equity & Diversity Policy PP021

### Revision Record:

<b>Document Number:</b>	PP021	<b>Developed by:</b>	Compliance
<b>Policy Owner:</b>	Executive Principal	<b>Approver Name &amp; Role:</b>	PRC Board
<b>Evidence of Approval:</b>	Board Meeting	<b>Version No:</b>	V2025.01
<b>Review Due To:</b>	Internal Review	<b>Date Approved:</b>	17/11/2025
<b>Next Review Due:</b>	17/11/2026		
<b>Department:</b> Compliance and Governance		<b>School Standards:</b> STD-Care,Safety and Welfare of Students	
		<b>RTO Standards:</b> Guideline 6 – Child Safe Standards	
	<b>Date</b>	<b>Version</b>	<b>Revision description</b>
	17/11/2025	V2025.01	Initial Policy