

Culturally Safe Environments Policy: *Child Safe Standard 1* – Ministerial Order 1359

Caroline Chisholm Catholic College



1. Introduction

Caroline Chisholm Catholic College is a school which operates with the consent of the Catholic Archbishop of Melbourne and is owned, operated and governed by Melbourne Archdiocese Catholic Schools Ltd (MACS).

2. Purpose

This policy affirms Caroline Chisholm Catholic College's commitment to creating and maintaining culturally safe environments where the diverse and unique identities and experiences of Aboriginal and Torres Strait Islander children and young people are respected and valued. It aligns with Ministerial Order 1359 and the Victorian Child Safe Standards.

3. Scope

This policy applies to all staff, volunteers, contractors, students, families, and visitors across all College campuses and activities, including online environments.

4. Policy Statement

Caroline Chisholm Catholic College will uphold the following:

- A child or student's ability to express their culture and enjoy their cultural rights is encouraged and actively supported
- All staff, students, volunteers and the school community are prepared to acknowledge and appreciate the strengths of Aboriginal culture, and its importance to the wellbeing and safety of Aboriginal children and students
- Measures are adopted to ensure racism is identified, confronted and not tolerated
- any instances of racism are addressed with appropriate consequences
- The participation and inclusion of Aboriginal children and students, and their families, are actively supported
- Embed cultural safety principles in governance, leadership, curriculum, and daily practice.

5. Key Commitments and Actions

To comply with Clause 5.1 and 5.2 of Ministerial Order 1359, the College will:

- Acknowledge Country at all formal gatherings and in written communications.
- Consult with Aboriginal and Torres Strait Islander families and community organisations to inform policy and practice.
- Embed cultural safety in curriculum through units on First Nations history, culture, and perspectives.
- Celebrate cultural events such as NAIDOC Week, Reconciliation Week, and Harmony Day.

- Provide professional learning for staff on cultural safety, anti-racism, and inclusive practices at least annually.
- Ensure student voice by creating opportunities for Aboriginal students to express their identity and cultural rights safely.
- Development, implementation and review of schoolwide Reconciliation Action Plan.
- Review policies and procedures to ensure they identify, confront, and address racism and bias.

6. Responsibilities

Principal and Leadership Team: Endorse and monitor implementation of this policy.

Child Safety Committee: Support compliance, training, and reporting.

All Staff and Volunteers: Uphold cultural safety principles in interactions and decision-making.

7. Monitoring and Review

Annual review of cultural safety strategies and reporting to MACS and VRQA.

Feedback from Aboriginal students and families will inform improvements.

Policy review cycle: every two years or earlier if required.

8. Related Documents

Child Safety and Wellbeing Policy

Child Safety Code of Conduct

Complaints Handling Policy

Catholic Archdiocese of Melbourne – [Welcoming Each Other: Guidelines for Interfaith Education in the Schools of the Archdiocese of Melbourne](#)

Catholic Education Commission of Victoria (CECV) – [Aboriginal and Torres Strait Islander Education Action Plan](#)

CECV – [Aboriginal and Torres Strait Islander Perspectives](#)

9. Legislation and standards

Ministerial Order 1359: Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises.

10. Policy Information Table

Approving authority	Director, Child Safety and Risk
Document owner	General Manager, Child Safety
Approval date	
Review by	November 2027
Superseded documents	
Publication	School website
School document owner	Principal
School review on	Deputy Principal, Students