



Mount Lilydale Mercy College

CULTURAL SAFETY AND INCLUSION STATEMENT

1. RATIONALE

Mount Lilydale Mercy College recognises the importance of demonstrating respect for the dignity of each person and of creating an environment where a sense of belonging for all is experienced. It is committed to fostering an equitable, inclusive and culturally responsive learning environment that encourages and actively supports all students to express and enjoy their culture. We recognize the importance of cultural identity in shaping a student's sense of self and belonging and we believe that every student should have the opportunity to learn and grow in a way that honours and celebrates their unique cultural heritage.

2. SCOPE

All staff at the College have a shared responsibility to support the Cultural Safety and Inclusion statement.

3. STATEMENT

Mount Lilydale Mercy College aims to promote an inclusive environment by

Providing opportunities for students to share and celebrate their cultures by:

- Encouraging students to share their cultural traditions, customs, and beliefs with their classmates and teachers.
- Recognising key ATSI calendar and significant events as a college.

Address and dismantle systemic barriers by:

- Regularly reviewing and updating school policies and procedures to ensure they are inclusive and non-discriminatory.
- Collecting and analysing data on student achievement, participation, and discipline to identify and address any disparities.
- Seeking to recruit a workforce that reflects a diversity of cultures, abilities and identities.

Providing understanding and appreciation among all members of the school community we will:

- Incorporate culturally diverse perspectives into the curriculum.
- Provide professional development opportunities for teachers and staff on culturally responsive pedagogy.
- Provide staff students training about disabilities and disability etiquette to foster a more inclusive campus environment.

- Provide information, support and access to students, staff, volunteers and the College community in a culturally safe, accessible and easily understood manner.
- Include an Acknowledgement of Country at College events and significant gatherings.

Build a strong and inclusive school community by:

- Establishing partnerships with community organizations and cultural groups to enhance the school's cultural understanding and resources.
- Encouraging parent and family involvement in school activities and decision-making processes.
- Providing language support services, such as translation and interpretation, to assist members of the College Community who may have limited English proficiency.
- Provide assistance in seeking support services, such as financial aid counselling, food assistance and mental health resources to help students who are unable to live at home meet their basic needs.
- Establish policy and practices that promote inclusivity for all members of the College community such as gender-inclusive bathrooms and inclusion policies.

Acknowledging and appreciating the strengths of Aboriginal culture and its importance to the wellbeing and cultural safety of Aboriginal students by:

- Embedding Aboriginal perspectives and knowledge throughout the curriculum.
- Celebrating Aboriginal culture and history through school events and activities.
- Creating a safe and supportive space for Aboriginal students to express their identity and culture.

The College believes that these strategies create a community that is inclusive, respectful and celebrates the diversity of our students. We are committed to providing all students with the opportunity to reach their full potential in a learning environment that honours and values their cultural heritage.

REVIEW HISTORY

Version	Date Released	Next Review	Author	Authorised by:
1.0	November 2023	2026	Deputy Principal – Learning and Teaching	MLMC Executive