

# Cultural Safety Policy

## Issue/ Amendment/ Compliance Status

| Compliance Instrument/s   | Reference   |
|---|---|
| Australian Skills Quality Authority (ASQA)<br>Standards for Registered Training Organisations<br>2015 | Chapter 3 (Support and Progression)<br>Clause 6.1 |
| Australian Human Rights Commission Act 1986   |   |

| Version | Description of Changes                          | Date of Change | Change Made By | Approving Authority |
|---------|---|----------------|----------------|---------------------|
| 1.0     | New Policy                                      | 29/01/2021     | CSDM           | GM                  |
| 1.1     | Review policy and added information in 'intent' | 18/01/2022     | RCC            | GM                  |
|         |   |                |                |                     |
|         |   |                |                |                     |
|         |   |                |                |                     |
|         |   |                |                |                     |

Please note that Julie Reid Management Pty Ltd trading as MP Training and Recruitment is referred to as 'MP' for the purpose of this document.

## Intent

MP is committed to ensuring all staff, learners and those with whom we interact feel safe, respected and valued for their diversity.

MP welcomes all people regardless of:

- Race
- Culture
- Country of birth
- Religious or spiritual belief
- Caring responsibility
- Sexual orientation, gender identity or intersex status
- Marital status
- Family composition
- Pregnancy
- Age
- Health status
- Disability
- Residency status

## Definitions

### Disability

A sensory, physical or neurological impairment or acquired brain injury or any combination thereof, which—

- is, or is likely to be, permanent; and
- causes a substantially reduced capacity in at least one of the areas of self-care, self-management, mobility or communication; and
- requires significant ongoing or long term episodic support

- an intellectual disability; or
- a developmental delay.

### Cultural and linguistic diversity

The range of different cultural and language groups represented in the population who identify as having particular cultural or linguistic affiliations. The term acknowledges that diversity may arise from a range of circumstances including place of birth, ancestry or ethnic origin, religion, preferred language or language spoken at home.

### Culturally safe environment

An environment that is safe for people: where there is no assault, challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience, of learning, living and working together with dignity and truly listening.

### Sexual orientation

A person's romantic and/or sexual attraction.

### Sex

A person's biological characteristics. A person's sex is usually described as either male or female. The designation of a person as either male or female on the basis of their biological characteristics takes into account their chromosomes, genitals, hormones and neurobiology. Some people have both male and female characteristics, or neither male nor female characteristics.

### Gender identity

The way in which a person understands, identifies or expresses their masculine or feminine characteristics within a particular sociocultural context.

## **Our Commitment to Cultural Safety**

To ensure we embed respecting diversity in our organisation, MP will:

- value and respect people's beliefs
- build responsive relationships
- communicate openly and honestly to find out how best to be inclusive and respectful towards cultural needs
- examine our personal ideals, customs and beliefs and acknowledge that the beliefs of one person may not be the same as those of another
- appreciate that others can hold different beliefs of equal significance
- deliver cultural safety training to staff on employment and annually at reinduction
- ensure that employment opportunities are provided based on merit and a fair recruitment process is implemented to allow all suitable applicants to apply

## **Culturally and/or linguistically diverse backgrounds**

MP supports the safety of people from culturally and/or linguistically diverse backgrounds by:

- demonstrating a zero-tolerance approach to discrimination
- demonstrating commitment to cultural diversity through the organisation's social media messaging
- being respectful, inclusive and welcoming of clients from a range of backgrounds
- incorporating cultural safety into the organisation's Code of Conduct
- providing cultural safety training and professional development for staff
- allowing staff to take leave for cultural/religious events
- providing study support to learners
- developing information that is culturally appropriate and includes images portraying cultural diversity
- creating a variety of resources based on the learner's needs.

## **Disability**

MP promotes the safety of people with a disability by:

- empowering people with a disability by assisting them to build their self-esteem and confidence
- making sure the environment does not pose access difficulties
- being inclusive and collaborative with people with a disability
- making efforts to facilitate communication in ways that minimise barriers arising from a person's disability.
- providing study support and applying reasonable adjustment to assessment for learners where necessary

## **Same-sex attracted, intersex, non-binary and gender diverse**

MP supports same-sex attracted, intersex, non-binary and gender diverse people to feel safe by:

- ensuring the Code of Conduct and relevant policies state that discriminatory behaviour is unacceptable; this covers both obvious acts of prejudice, such as verbal or physical abuse, and more subtle discrimination that reinforces negative stereotypes and feelings of difference
- equipping staff with the knowledge and skills to be able to respond appropriately and sensitively if a person chooses to share personal information with them, including information related to sexual orientation, intersex status or gender identity
- supporting and respecting decisions that people make about their gender identity, including using their preferred name and pronouns.



## **Breaches of the Commitment to Cultural Safety**

All staff are required to uphold MP's commitment to Cultural Safety. As well as implementing cultural safe practices, staff are required to make management aware of breaches in cultural safe practices to ensure it is addressed.

Staff who breach Commitment to Cultural Safety may be subject to disciplinary actions that could include enhanced supervision, appointment to an alternate role, suspension or termination from the organisation.