

CULTURAL SAFETY

Purpose

This policy ensures that Proactive Training (RTO ID 22295) provides culturally safe environments where all individuals—especially Aboriginal and Torres Strait Islander peoples—feel respected, included, and supported.

Cultural safety is both a human right and an organisational responsibility. It is embedded across governance, systems, leadership, and daily practice, and is supported by a Cultural Safety Action Plan reviewed annually with community input.

Scope

This policy applies to:

- All students, including children, young people, and adults from diverse backgrounds
- All personnel, contractors, volunteers, and work placement hosts
- All learning environments (face-to-face and online)
- All organisational operations, communications, and partnerships

What is Cultural Safety

Cultural safety means creating environments where people feel respected and free from discrimination, stereotyping, or harm to their identity, culture, or beliefs.

It goes beyond awareness or sensitivity. It is defined by the person experiencing it—not the organisation.

Cultural safety is achieved when systems and relationships support dignity, belonging, and inclusion for all people, including:

- Aboriginal and Torres Strait Islander peoples
- Culturally and linguistically diverse communities
- People of different faiths, genders, abilities, and backgrounds

Cultural Capability

Cultural capability is the ongoing development of knowledge, skills, and behaviours needed to work effectively across cultures.

It includes:

- Reflecting on personal bias and assumptions
- Respecting different perspectives and practices
- Engaging respectfully with diverse communities

Personnel are supported through learning in:

- Cultural diversity
- Racism and bias
- Religious discrimination
- Respectful engagement practices

Rationale

Cultural safety supports equal access, participation, and success in education. It strengthens wellbeing, supports identity, and helps reduce systemic barriers.

This policy aligns with:

- National Principles for Child Safe Organisations

It also recognises the importance of First Nations ways of knowing, being, and doing.

Use of Terms

Terms such as 'Aboriginal', 'Torres Strait Islander', 'Indigenous', and 'First Nations' may be used interchangeably, recognising that individuals may choose how they identify.

Commitments

Proactive Training has zero tolerance for racism, discrimination, or vilification, including antisemitism, Islamophobia, and discrimination against any religious group.

The organisation will:

- Provide annual training on bias and racism
- Embed reflection in supervision and leadership practices
- Co-design programs with First Nations stakeholders where appropriate
- Respect First Nations perspectives on safety, wellbeing, and knowledge
- Support student social and emotional wellbeing
- Allocate resources to support First Nations initiatives and partnerships
- Include cultural safety in planning, risk management, and performance monitoring
- Seek and act on feedback from First Nations students and communities
- Include First Nations perspectives in decision-making

All learning environments must be free from behaviour that marginalises individuals based on:

- Culture
- Ethnicity
- Religion
- Language
- Nationality

Children and Young People

The organisation ensures:

- Communication is child-friendly and culturally safe
- Engagement follows appropriate cultural protocols
- Cultural identity is respected in all interactions

First Nations People

The organisation:

- Acknowledges the unique experiences of First Nations peoples
- Recognises existing barriers to education and works to address them
- Actively challenges racism and supports self-determination
- Supports leadership, progression, and community partnerships

Building Cultural Capability

Cultural learning is ongoing and built into induction, supervision, and professional development.

It focuses on practical application and reflection, not just attendance.

Inclusive Entry Pathways

Entry processes are flexible, culturally safe, and strengths-based.

This may include:

- Supported enrolment
- Verbal application options
- Recognition of prior experience
- Visible cultural support roles

Partnerships

The organisation builds long-term, respectful partnerships with First Nations communities based on shared decision-making and mutual benefit.

Monitoring and Evaluation

Cultural safety is regularly reviewed through monitoring, feedback, and evaluation processes.

The organisation uses this information to improve practices and ensure ongoing effectiveness.