



Inclusion, Engagement & Empowerment Policy

Purpose

CSV Limited and its School's Casey Grammar School, Balcombe Grammar School and Clyde Grammar (referred to collectively as 'CSV') are committed to ensuring that creating and maintaining a safe environment where our students feel safe and are safe. CSV recognises that the diversity of our students and their families should play a meaningful role in contributing to CSV's Child Safe Culture. This Policy outlines the roles and responsibilities of CSV in engaging with students and their families with respect to Child Safety.

This Policy takes into account relevant legislative requirements with the State of Victoria, including the specific requirements of the Child Safe Standards as set out in Ministerial Order 1359 – Implementing the Child Safe Standards – Managing the risk of child abuse in schools, of which CSV is committed to upholding.

Scope

This policy applies to all CSV Staff for the duration of their employment or engagement with CSV. For the purposes of this policy "Staff" includes, but is not limited to:

- All employees of CSV
- CRT Staff
- Temporary/Agency Staff
- Sports Coaches
- Instrumental Teachers
- Student Teachers
- Contractors; and
- Volunteers

This policy applies to all activities that involve, result in or relate to contact with students. Application of this policy is not limited to the School's grounds and operating hours and extends to any situation where Staff have contact, including online, with students.

Overarching Principle

CSV is committed to creating an environment where all students are welcomed, accepted and treated equitably and with respect, regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at School.

CSV is committed to making reasonable adjustments to include all students. This commitment is balanced with the goal of providing appropriately challenging educational experiences for all students.

Cultural Safety

CSV is committed to ensuring that the background of all students are sensitively recognised, catered for, celebrated and valued so that cultural differences do not compromise student's safety and wellbeing.

As outlined by the Child Safe Standard in Victoria, this responsibility particularly extends to our recognition and inclusion of Aboriginal and Torres Strait Islander students. We strive to ensure their sense of self and their identity is valued by the people and environments that surround them. Cultural

CSV LTD

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Balcombe Grammar School

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Clyde Grammar

110 Smiths Lane
Clyde North, Victoria 3978
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identity and cultural safety are fundamental to a student's overall wellbeing and sense of safety.

CSV acknowledges that:

- Cultural safety means CSV will provide safe, nurturing and positive environments for Aboriginal and Torres Strait Islanders students, allowing them to express their culture and identity.
- The risk of abuse and other harm is heightened for Aboriginal and Torres Strait Islander students when they do not feel culturally safe as they may be less likely to disclose safety concerns.
- Providing a culturally safe school for Aboriginal and Torres Strait Islander students requires a willingness to: learn, understand and respond to the diversity of their culture; and support their participation in decision-making.

CSV implements a number of strategies and initiatives to ensure that our Schools are a culturally safe environment for Aboriginal or Torres Strait Islander students including, but not limited to:

- Engaging with local Aboriginal and Torres Strait Islander organisations for guidance and education on providing a culturally safe environment.
- Curriculum inclusions from early years.
- Supporting and participating in cultural awareness initiatives (such as NAIDOC week).
- Staff Professional Development to increase knowledge and understanding of the Aboriginal and Torres Strait Islander culture.
- Being respectful of Aboriginal and Torres Strait Islander cultures, including, but not limited to:
 - A physical acknowledgement of the Traditional Owners of the land on which each School is built on.
 - Display of the Aboriginal Flag.
 - Acknowledgement of Country at the commencement of Assemblies.
- Development of a Reconciliation Action Plan.

CSV invites Aboriginal and Torres Strait Islander students and families to consult on specific strategies and seek advice as to additional initiatives that may further their cultural safety (see 'Continuous Improvement').

Implementation of these initiatives is monitored (see 'Audit').

Diversity & Inclusion

CSV aims to provide a safe, inclusive and supportive School environment which values the human rights of all students. CSV:

- Welcomes LGBTQIA+ students and families and provides inclusive environments that are safe and free from stigma, harassment and discrimination.
- Ensures that all students have the opportunity to be heard.
- Ensures staff have sufficient understanding of LGBTQIA+ students' diverse circumstances and how to provide support, pay particular attention to, and respond to their needs.
- Provides access to: support, inclusive programs, and complaints processes.
- Ensures that supportive, accurate and age-appropriate information is available to students.
- Uses inclusive language.

- Provides an inclusive curriculum.

CSV will regularly seek feedback from students to ensure they are feeling included and supported. Further implementation review is conducted in accordance with 'Audit' outlined below.

Student Empowerment

CSV places a high priority on empowering students and encouraging them to participate in decisions that affect them. Students have unique insights into their own lives, their needs, and the world around them. We seek to ensure they are heard and have their concerns and ideas taken seriously, particularly on matters that affect them.

Maintaining an environment of trust and inclusion enables students to speak up if they have concerns.

At CSV, enabling and promoting the empowerment and participation of students includes, but is not limited to:

- Supporting students to understand their rights and how to raise concerns.
- Promoting and encouraging student participation in decision-making.
- Seeking student views about what makes them feel safe and unsafe.
- Promoting student participation and feedback to provide information about their experiences.
- Providing opportunities for students to participate and feel their contributions are valued.

CSV recognises that engagement of students must be age-appropriate and as such implementation of the above strategies varies according to the age and maturity of the students.

CSV reviews its student empowerment strategies annually, as a minimum, as part of the Audit process. Assessment of a students engagement will also be incorporated in all Child Safety investigations.

Family Engagement

CSV recognises that parents and carers have the primary responsibility for their children, and this responsibility includes engagement with their child's school. CSV is committed to developing a positive relationship with each student's family, and ensuring families have an awareness of expectations of students.

CSV aims to encourage and provide opportunities for families to take a meaningful role in contributing to school decisions that affect their child including. To that end, where possible, CSV will:

- Provide access to key policies and documents that influence their child's schooling.
- Communicate openly regarding issues, events, achievements and concerns.
- Seek feedback (by way of surveys).
- Involve them in decisions that impact their child, such as curriculum decisions, Individual Learning Plans or Safety Plans.
- Provide opportunities to make a contribution through the Parents and Friends Committee.
- Offer opportunities for parents to attend selected school events.

In addition to the above, spontaneous opportunities for families to engage with the School are encouraged and provided.

Families must follow the Parent Code of Conduct when engaging with CSV.

Implementation of these initiatives is monitored in accordance with the information set out below. See 'Audit'.

Audit

CSV audits the implementation of the strategies set out in this Policy annually, as a minimum, as part of the Child Safe Risk Register review and Compliance reporting.

Continuous Improvement

CSV recognises the importance of reviewing the implementation of the strategies set out in this Policy to ensure we are meeting the requirements of the Child Safe Standards, as well as the needs of our students, parents, staff and general community.

Continuous Improvement is informed by:

- Regular Policy Reviews
- Updates to Legislation & Regulations
- Best Practice Recommendations
- Complaints and Compliments
- Staff Feedback and Engagement
- Student Feedback and Engagement/Focus Groups
- Family Feedback and Engagement

CSV is committed to using the above information when reviewing this Policy.

Related Documents

- Child Safety and Wellbeing Policy
- Child Safe Code of Conduct
- Complaints Resolution/Grievance Policy
- Staff and Student Professional Boundaries Policy (Internal Document)
- Reconciliation Action Plan (Balcombe Grammar)
- Reconciliation Action Plan (Casey Grammar)
- Reconciliation Action Plan (Clyde Grammar) (Under Development)
- Child Safety Risk Register (Internal Document)

Review

This policy is to be reviewed, approved and endorsed by the CSV Board every two (2) years, as a minimum.

Last approved July 2025.

Next review July 2027.

This policy is subject to change without notice at the sole discretion of CSV Limited.

Printed hardcopies or downloads of this policy are considered uncontrolled.