

Diversity and Inclusion - Policy

Purpose: This policy outlines our commitment to fostering a diverse and inclusive learning environment that supports all students, particularly those enrolled in Vocational Education and Training (VET) programs. It emphasizes our responsibility to create a safe and supportive atmosphere that recognizes and values the diverse backgrounds, cultures, and experiences of our students.

Scope: This policy applies to all staff, students, and stakeholders involved in the delivery of VET programs at Daniels Associates.

Policy Statement:

1. **Promoting Diversity in VET:** Daniels Associates recognizes that a diverse student body enriches the learning experience for everyone. We are committed to promoting diversity through inclusive practices that respect and celebrate the unique identities of all students, including those from various cultural, linguistic, and socio-economic backgrounds. We will actively seek to attract and support students from diverse demographics to ensure representation in our VET programs.
2. **Fostering a Safe and Inclusive Learning Environment:**
 - a. **Safety and Wellbeing:** Daniels Associates is dedicated to providing a safe learning environment where students feel secure and supported. This includes implementing policies and procedures to prevent bullying, harassment, and discrimination. We will conduct regular training for staff on creating inclusive classrooms and responding effectively to the needs of all students. Our commitment to safety extends to physical, emotional, and psychological wellbeing, ensuring that every student has access to the necessary support services.
 - b. **Inclusive Teaching Practices:** We will adopt inclusive teaching practices that accommodate the diverse learning styles and needs of our students. This includes using a variety of teaching methods, materials, and assessment strategies that reflect the diverse backgrounds of our learners. Staff will be encouraged to participate in professional development opportunities focused on inclusive education, enabling them to better support students from different backgrounds.
3. **Culturally Safe Learning Environment for First Nations People:** Daniels Associates is committed to fostering a culturally safe learning environment for First Nations students. This involves acknowledging and respecting the cultural heritage, knowledge, and contributions of Indigenous peoples. We will work closely with local First Nations communities to ensure that our programs are culturally relevant and sensitive to their needs.
 - a. **Cultural Awareness Training:** Staff will undergo cultural awareness training to understand the history, cultures, and contemporary issues faced by First Nations people. This training will equip staff with the skills to create an environment that respects Indigenous knowledge systems and cultural practices.
 - b. **Incorporating Indigenous Perspectives:** Where appropriate, our curriculum will be developed to acknowledge Indigenous perspectives and content. We will provide opportunities for First Nations students to share their knowledge and experiences, fostering a sense of belonging and connection.

4. **Continuous Improvement:** We are committed to continuously evaluating and improving our practices to ensure they meet the needs of our diverse student body. We will gather feedback from students and staff regularly to assess the effectiveness of our diversity and inclusion initiatives. This feedback will inform our policies and practices, ensuring that we remain responsive to the evolving needs of our learners.

Prevention of Vilification and Antisemitism

Our RTO is committed to providing a safe, respectful and inclusive learning and working environment for all students, staff, contractors and visitors. We maintain a published Code of Conduct that clearly prohibits discrimination, harassment and vilification on the basis of race, religion, ethnicity, nationality or cultural background. This includes antisemitism and any behaviour that targets individuals or groups because they are Jewish or perceived to be Jewish.

All staff and students are expected to conduct themselves in a manner that promotes dignity, respect and inclusion. Vilification, including antisemitic comments, symbols, gestures, written materials, or online behaviour connected to the RTO, is strictly prohibited. Any behaviour that creates a hostile, intimidating or offensive environment will be treated as a serious breach of the RTO's Code of Conduct and may result in disciplinary action.

The RTO provides clear procedures for reporting concerns or incidents of discrimination or vilification. Reports may be made confidentially to management or designated staff members and will be investigated promptly, fairly and in accordance with natural justice principles. Where appropriate, the RTO will implement corrective actions, provide support to affected individuals, and take disciplinary measures consistent with organisational policies.

To support compliance with this policy, the RTO remains informed about current issues relating to antisemitism and broader forms of discrimination in education and workplaces. Management regularly reviews guidance from government agencies, regulatory bodies and relevant educational resources addressing antisemitism and respectful workplace behaviour. Information from these sources is considered when reviewing organisational policies, student information materials and staff training.

Through these measures, the RTO aims to ensure that all members of the organisation understand their responsibilities and contribute to a respectful learning environment free from vilification, including antisemitism. The policy is publicly available to staff and students and is reviewed periodically as part of the RTO's continuous improvement processes.