



Child Safety and Safeguarding Program

Child Safeguarding Students from Culturally and Linguistically Diverse Backgrounds Policy and Procedures

Background

St Patrick's College is a Catholic School in the Edmund Rice tradition. The charism of Blessed Edmund Rice expressed through the touchstones of Liberating Education, Gospel Spirituality, Inclusive Community, Justice and Solidarity, underpins our continued commitment to a safe and inclusive environment for all.

St Patrick's College is a Catholic day and boarding college for boys in the Edmund Rice tradition, established in 1893. St Patrick's College is committed to providing a caring, supportive, and safe environment where every student has a place, a voice and their story is known.

The EREA VSL Board, the College's and the Boarding School's governing authority, has approved St Patrick's College's Child Safeguarding Students from Culturally and Linguistically Diverse Backgrounds Policy and Procedures, as set out in the Policy Administration section, below.

St Patrick's College's Statement of Commitment to Child Safety

All children and young people have a right to feel safe and be safe.

St Patrick's College is committed to embedding a culture where the safety, wellbeing, and participation of all children and young people under our care is paramount. Particular attention is given to the needs of vulnerable children and young people, including Aboriginal and Torres Strait Islander children and young people, children and young people with disability and mental health issues, children and young people from culturally and/or linguistically diverse backgrounds, children and young people who are unable to live at home, and those who identify as lesbian, gay, bisexual, transgender or intersex. We are committed to at all times acting in the best interests of children and young people.

We have no tolerance for child abuse and all allegations and safety concerns are treated very seriously and consistent with our robust safeguarding policies and procedures. St Patrick's College is committed to nurturing the wellbeing of all children and young people, respecting their dignity, ensuring their safety and protecting them from abuse and other harm. St Patrick's College and its School-Based Staff, Contractors and Volunteers have legal and moral obligations to respond swiftly, including contacting authorities where relevant when we are concerned about a child's safety, which we follow rigorously.

St Patrick's College is committed to providing a safe and child-friendly environment, where children and young people are safe and feel safe and can actively participate in decisions that affect their lives.

At St Patrick's College we have zero tolerance for child abuse and are committed to acting in our students' best interests and keeping them safe from harm.

St Patrick's College regards its child safeguarding, wellbeing, and protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child safety, wellbeing and protection laws and regulations and maintain a child-safe culture.

Purpose

St Patrick's College (the College) is committed to providing a safe and supportive learning environment.

To be a child safe environment, the College must have and implement a variety of strategies to ensure the safety of students from culturally and linguistically diverse backgrounds and to respect and value these students, their families and relevant communities.

In particular, Standard 5 of the Victorian Child Safe Standards requires the College to uphold equity and respect diverse needs in policy and practice.

To implement this Standard, Ministerial Order 1359 requires The EREA VSL Board to develop and endorse a policy, statement or curriculum document that details the strategies and actions that the College and the Boarding School will take to meet a number of specific requirements relating to students from culturally and linguistically diverse backgrounds, including to:

- understand the diverse circumstances of students and to provide support and respond to vulnerable students
- provide access to information, support and complaints processes in ways that are accessible and easy to understand
- pay particular attention to the needs of vulnerable students, including in particular students from culturally and linguistically diverse backgrounds.

Our College community includes people of many backgrounds, countries, ethnicities and languages. These families have experienced varied journeys, and some have experienced trauma, violence and harm.

This Policy and its Procedures set out how the College promotes the cultural safety of students from culturally and linguistically diverse backgrounds as required by the Victorian Child Safe Standards and Ministerial Order 1359. In particular, this includes partnering with families, carers and communities and promoting equity and respecting diversity.

Principles

EREA Victorian Schools Ltd. (EREA VSL) and St Patrick's College are committed to ensuring the safety, wellbeing, and participation of all students. We have no tolerance for child abuse.

The EREA VSL Board and St Patrick's College have a moral, legal and mission-driven responsibility to create nurturing school environments where children and young people are respected and their voices heard, and where they are safe and feel safe.

Ministerial Order 1359 and the EREA VSL Safeguarding Framework set out the principles that guide The EREA VSL Board and St Patrick's College in the development and regular review of the Child Safeguarding Students from Culturally and Linguistically Diverse Backgrounds Policy and Procedures.

Scope

For the purposes of this Policy and its Procedures, references to the College include the Boarding School.

This Policy and its Procedures apply to all School-Based Staff, including School Boarding Premises Staff, Volunteers and Contractors.

They apply in all College and Boarding School environments (together referred to as College environments) within the meaning of Ministerial Order 1359, including physical, virtual and online environments used during or outside of school hours, and on-site and off-site College grounds (e.g. extra-curricular activities such as sport and other programs, camps and excursions, interstate and overseas travel), and environments provided by External Education Providers and other Contractors.

Definitions

Definitions of particular terms used in this Policy and its Procedures can be found in the [Child Safety and Safeguarding Policy: Master Definitions List](#).

Of particular relevance to this Policy and its Procedures are the following additional key definitions.

Students from Culturally and Linguistically Diverse Backgrounds

Students from “culturally and linguistically diverse backgrounds” are those who identify as having particular cultural or linguistic affiliations by virtue of their place of birth, ancestry or ethnic origin, religion, preferred language or language spoken at home or because of their parents’ identification on a similar basis.

Roles and Responsibilities

In addition to relevant roles and responsibilities as set out in [Child Safety and Safeguarding Roles and Responsibilities Policy and Procedures](#), the following people have particular responsibilities under this Policy and its Procedures.

The College's Senior Child Safeguarding Officer is Mr Jamie Bobrowski.

The Boarding School Senior Child Safeguarding Officer Deputy is Mr James Hopper.

The College's Assistant Principal-Pastoral Care and Wellbeing Kevin Robillard.

The School Principal Steven O'Connor.

St Patrick's College's Policy

1. St Patrick's College values and respects the cultural and linguistic diversity of our students and is committed to ensuring that the backgrounds of all students are sensitively recognised, catered for, celebrated and valued so that cultural differences do not compromise a student's safety and wellbeing.

2. St Patrick's College identifies, confronts and does not tolerate racism, and any instances of racism within the College or Boarding School environment are addressed with appropriate consequences.

3. The College:

- identifies children from culturally and linguistically diverse backgrounds when they are enrolled in the College
- employs appropriate strategies to ensure the safety of these children as required
- encourages participation and empowerment of these children, their families and their communities in the development of these strategies
- considers these children when developing and implementing policies and procedures related to child safeguarding at the College
- educates our School-Based Staff, Volunteers and Contractors about cultural differences and the strategies and procedures that we have employed
- recognises that approaches to parenting vary considerably across culturally diverse groups, however, the safety of the student should always be the main consideration.

4. The College implements a number of strategies and initiatives, as set out in Procedures, below, to ensure that the College is a safe environment for culturally and linguistically diverse students.

Procedures

St Patrick's College implements the following strategies and initiatives to ensure and promote the safety of students from culturally and linguistically diverse backgrounds:

- we ensure that the College clearly demonstrates a no tolerance approach to discrimination by:
 - incorporating anti-discrimination statements within human resources policies
 - demonstrating commitment to cultural diversity through the College's public communications
- we are respectful, inclusive and welcoming of families from a range of backgrounds by:
 - giving newly arrived families an opportunity to present their story
 - incorporating cultural safety into the College's Child Safeguarding Codes of Conduct
- we increase the College's awareness and understanding of diverse perspectives through community dialogue, and participation in cultural learning by:
 - strengthening ties with culturally and linguistically diverse groups in the local community
 - exploring opportunities to participate in community integration programs
 - organising cultural displays, exhibits and activities to coincide with Harmony Day and/or Cultural Diversity Week
- we seek and take into account cultural expert advice when developing and reviewing strategies for addressing child safety and wellbeing, child safety information and processes for students and families to raise child safety concerns
- we actively engage with students and their families about how they would like to be involved by:
 - providing an environment where they feel safe and valued
 - creating opportunities for families to voice concerns and to help define solutions
 - holding informal meetings or surveys to proactively seek and incorporate feedback on existing systems and policies
- we create a physical environment that is respectful of different cultures by:
 - including important cultural events in newsletters
 - promoting diversity by celebrating significant events
 - developing information that is culturally appropriate and includes images portraying cultural diversity
 - creating multilingual resources, as needed.

Implementation

This Policy and its Procedures are made available to all School-Based Staff, Volunteers, and Contractors, via the College's PolicyConnect site. They are included in induction training and in

ongoing refresher training for School-Based Staff and relevant Volunteers and Contractors. For more information, refer to [Child Safeguarding Training and Supervision Policy and Procedures](#).

They are made accessible to parents/carers, students and the wider College community in summary in our [Child Safeguarding Safety and Wellbeing Policy and Procedures](#), which is available on our public website as well as Complispace-PolicyConnect and Staff Learning Systems, SafeTripBuilder, Passtab, College Website, Contracts, Newsletters, Annual Reports, Annual briefings and the Crest..

They are also available in hard copy by request.

Breach of Child Safeguarding Students from Culturally and Linguistically Diverse Backgrounds Policy and Procedures

St Patrick's College enforces this Policy and its Procedures. In the event of any non-compliance, we will instigate a review, in a timely and fair manner, that may result in a range of measures including (depending on the severity of the breach):

- remedial education
- counselling
- increased supervision
- the restriction of duties
- suspension
- in the case of serious breaches, termination of employment, contract or engagement.

For more information, refer to [Child Safeguarding Compliance and Breach Policy and Procedures](#).

Policy Review

A review of the Child Safeguarding Students from Culturally and Linguistically Diverse Backgrounds Policy and Procedure is conducted every two years or earlier if required, such as due to changes in legislation or after any significant child safety incident.

The EREA VSL Board is responsible for ensuring that this Policy and its Procedures are reviewed and updated as needed and for approving this Policy and its Procedures.

Source of Obligation and Related Legislative Instruments

- [Ministerial Order 1359, Clause 9](#)

EREA VSL and St Patrick's College Policy and Procedures Linkages

- [Child Safeguarding Safety and Wellbeing Policy and Procedures](#)
- [Child Safeguarding Student Participation and Empowerment Policy and Procedures](#)
- [Family and Community Involvement in Child Safeguarding Policy and Procedures](#)
- [Child Safeguarding Regular Reviews and Continuous Improvement Policy and Procedures](#)
- [EREA Child Safeguarding Policy](#)

Related Forms and Documents

References and Resources

Commission for Children and Young People, [Tip Sheet: Child Safe Organisations – Safety of children from culturally and linguistically diverse backgrounds](#)

Policy Administration

Responsible Officer	EREA VSL Chief Executive Officer
Policy Owner	EREA VSL Director of Safeguarding
Approving Body	EREA VSL Board

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Date of next review	February 2026
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Superseded Documents	