



Administration

Cultural Diversity Policy and Procedure

Background

The Cultural Diversity Policy was created to ensure that all students, staff, and visitors of Mayfield Education are treated equally and fairly regardless of their cultural background. Cultural diversity on Mayfield Education grounds is to be embraced and implemented in order to provide a more positive and flexible atmosphere and a more diverse learning experience for all students and teaching staff members.

Purpose

The purpose of the Cultural Diversity Policy is to embrace and respect all cultures on Mayfield Education campus grounds and in Mayfield Education activities. All policies and guidelines of Mayfield Education will be created and adapted to include ideas related to cultural diversity. This is to ensure all members of the campus feel welcome and included in all aspects of Mayfield Education events, activities, and courses.

Audience

The Cultural Diversity Policy is intended for all students, staff members, contract employees, and visitors to the Mayfield Education campus. All Mayfield Education community members are expected to abide by the guidelines outlined in this policy at all times in order to ensure the fair and respectful treatment of all parties on the campus grounds.

Policy

Mayfield Education strives to provide an environment for academic achievement, personal integrity, and ethical practices for all Mayfield Education community members. Mayfield Education works to include all religions, cultures, and other social groups in all academic and social activities that occur on the campus grounds. The school continues to strive to provide equality and fairness for all people.

Staff and student responsibilities relating to equality and fairness for all cultural groups include, but are not limited, to the following:

- Celebration of cultural diversity on the campus grounds
- Continued commitment to cultural equality
- Maintaining an appropriate level of admiration, pride, and freedom of personal expression
- Expanding cultural knowledge and understanding the importance of doing so
- Striving to ensure the diversity and equality of all cultures, including aspects related to education and employment

The students, staff, and Mayfield Education community are expected to value all cultural differences found on the campus.

Mayfield Education is dedicated to creating an environment that is intercultural and diverse for all teaching, learning, research, and community events that occur on the campus grounds.

Legal Aspects of Cultural Diversity on Mayfield Education's Grounds

There are several Federal and State laws and regulations that ensure cultural diversity is recognised and respected appropriately on any school campus. More details and information about these state and federal guidelines can be found in Appendix 1.

The purpose of this policy is to outline the following endeavours and priorities at Mayfield Education;

- Support and acknowledge the many cultures found among the Australian Indigenous people
- Recognise and show appreciation for the many cultures found at Mayfield Education.

- Make available a diverse learning and working environment that is adaptable and flexible to all cultures, while encouraging the pursuit of a better understanding of different cultures.
- Ensure that students and staff are actively participating in culturally diverse activities and events on campus.
- Continue to stress the importance of cultural diversity on the campus through learning and teaching activities.
- Inform students and staff appropriately so that all members of the Mayfield Education community remain aware and sensitive to the differences found among different cultures and groups.
- Appropriately address any discrimination related to cultural diversity
- Celebrate cultural diversity through a range of activities and teachings on the campus grounds
- Make available the appropriate services for all cultural groups including Australian Indigenous as well as all local students and other Mayfield Education community members

In all policy creation and review, and in activities taking place on Mayfield Education grounds, attention will always be placed upon acknowledgment and sensitivity to cultural diversity.

Procedures

The following procedures and guidelines will be followed to ensure Mayfield Education and its community members are always in compliance with the information detailed in this policy in relation to cultural diversity.

Teaching, Learning, and Research in accordance with Cultural Diversity

Mayfield Education and its staff will continue to develop methods for teaching and delivery of curriculum that includes cross-cultural ideas and perspectives.

In all courses, the curriculum designed will be in line with the approaches and guidelines outlined within this policy.

Teaching, learning, and research will follow these guidelines:

- Cross-cultural content will be included that takes into account diverse approaches to learning.
- Learning from others of all backgrounds will be encouraged, valued, and respected.
- Projects and research involving cross-cultural activities will be included wherever possible and appropriate in the course learning materials.
- The learning environment will remain open and flexible to fit all different cultural groups.

Employment

Culturally diverse employment policies and procedures will be in place where appropriate. Mayfield Education's strategic plan will take culturally diverse approaches to recruitment into account and set targets if appropriate.

Mayfield Education will remain committed to discovering ways to keep Mayfield Education's staff body culturally diverse.

Mayfield Education will continue to provide training and other learning programs in order to keep the staff informed of the necessary information regarding cultural diversity and appropriate practices within their teaching and on campus.

Making Important Choices

All decisions regarding events, policies, and procedures on the campus will take place among as culturally diverse a group of people to ensure equal representation. All groups and committees are expected to have a culturally diverse population.

Mayfield Education Community Workplace and Studies

Mayfield Education will promote the following values, goals, and objectives related to cultural diversity on the campus grounds:

- Understanding of and respect for cultural diversity among all students and staff
- Awareness and empathy for students and staff who do not have English as a first language.
- Encouraging the expression of cultural traditions and beliefs without fear of discrimination, bullying, or harassment

- Understanding that visitors to Australia have rights under the law, should be treated in accordance with these laws and regulations and may require transition support when being welcomed to Mayfield Education.

Mayfield Education will strive to make available the following provisions wherever possible:

- Services are designed to allow for smooth transitions and adjustments for students and staff coming from different cultural backgrounds.
- Materials and services for meeting the needs of all students and staff members
- Assistance materials are required to meet the needs of international students to include support for those returning to their native country if applicable.

Review

The Cultural Diversity Policy will be reviewed by senior management and the Academic Board at least once every two years to ensure its relevance and effectiveness.

Appendix 1

FURTHER RESEARCH: LEGISLATION RELATED TO THE CULTURAL DIVERSITY INFORMATION OUTLINED WITHIN THIS POLICY

COMMONWEALTH LEGISLATION

- The Racial Discrimination Act 1975
- The Human Rights and Equal Opportunity Commission Act 1986
- The Human Rights and Equal Opportunity Commission Amendment Act 2002
- The Disability Discrimination Act 1992
- The Disability Discrimination Regulations 2019
- The Disability Discrimination Amendment (Education Standards) Act 2005
- The Disability Discrimination and Other Human Rights Legislation Amendment Act 2009
- The Racial Discrimination Act 1975
- The Racial Hatred Act 1995

VICTORIAN STATE LEGISLATION

- The Equal Opportunity Act 2010
- The Education and Training Reforms Act 2006
- The Racial and Religious Tolerance Act 2001