TOOWOOMBA
ANGLICAN SCHOOL
Est. 1911

CULTURAL SAFETY STATEMENT OF COMMITMENT

Definition of Cultural Safety

At Toowoomba Anglican School, *cultural safety* is defined as an environment in which Aboriginal and Torres Strait Islander children and young people feel **safe to be themselves**, their **Aboriginality and Torres Strait Islander identity is respected**, and their **sense of self and belonging is nurtured and encouraged**.
It is an environment that:

- Welcomes and values Aboriginal and Torres Strait Islander peoples' voices, cultures, and worldviews
- Promotes understanding of the historical and ongoing impact of colonisation, racism, and systemic disadvantage
- Actively celebrates Aboriginal and Torres Strait Islander cultures as integral to our shared Australian story

Cultural safety goes beyond awareness and sensitivity. It is **the enrichment of cultural respect, values and understanding**—not merely recognition, but celebration. A culturally safe space is one where there is no fear of judgment or discrimination, and where Aboriginal and Torres Strait Islander perspectives are visible in our **policies, curriculum, services, and relationships**.

Our Commitment

Toowoomba Anglican School is committed to fostering a learning and working environment where Aboriginal and Torres Strait Islander children, young people, families, staff, and community members are **welcome, safe, valued, included, and respected**.

We recognise that **Aboriginal and Torres Strait Islander peoples define what cultural safety means** and how it is experienced. We acknowledge that cultural safety is determined not by the organisation, but by the lived experience of Aboriginal and Torres Strait Islander peoples.

We commit to the following principles:
1. Self-Determination and Voice
We commit to Aboriginal and Torres Strait Islander self-determination by:

- Consulting and collaborating with Aboriginal and Torres Strait Islander families, Elders, and community representatives in decision-making that affects them
- Ensuring Aboriginal and Torres Strait Islander perspectives inform leadership, governance, and policy development
- Encouraging the authentic representation of Aboriginal and Torres Strait Islander voices in school programs, ceremonies, and events.

2. Knowledge, Skills, and Attitudes
We commit to equipping all staff and volunteers with the knowledge, skills, and attitudes to:

- Recognise and challenge personal biases, stereotypes, and systemic inequities
- Engage in ongoing learning through appropriate professional development, for example, the *Aboriginal & Torres Strait Islander Cultural Foundations* course
- Embed Aboriginal and Torres Strait Islander perspectives authentically across the curriculum and co-curricular life of the School

3. Transforming Systems and Practice
We commit to transforming school systems so they work better for Aboriginal and Torres Strait Islander peoples by:

- Embedding cultural safety into policies, procedures, and governance structures
- Ensuring physical and digital environments visibly reflect and celebrate Aboriginal and Torres Strait Islander culture
- Reviewing and improving our practices through ongoing reflection, truth-telling, and engagement with community feedback

4. Truth-Telling and Reconciliation
We commit to an ongoing journey of **truth-telling**, reconciliation, and relationship-building.
We acknowledge the continuing spiritual and cultural connection of Aboriginal and Torres Strait Islander peoples to land, sea, sky, and community.
We recognise the impact of past injustices and affirm our responsibility to build a future of **respect, equity, and healing** through education.

Implementation

Our commitment to cultural safety is enacted through:

- The School's *Reconciliation Action Plan (RAP)* and engagement with local Aboriginal and Torres Strait Islander communities
- Ongoing professional learning and reflection through appropriate professional development
- Regular review of school practices against the Queensland Child Safe Standards and the Universal Principle
- Visible recognition of Aboriginal and Torres Strait Islander culture through symbols, language, ceremonies, curriculum inclusion, and authentic community partnerships

Closing Statement

We affirm that **cultural safety is everyone's responsibility**.

We are committed to learning from, listening to, and walking alongside Aboriginal and Torres Strait Islander peoples to ensure Toowoomba Anglican School is a place where every child and young person feels **safe, seen, and celebrated** for who they are.

Approved: December 2025
Nick Johnstone
Principal