



Updated 2025

How to use this practice guidance:

Aboriginal children and young people

- 📖 The [Aboriginal Education Strategy](#) builds upon both individual and shared strengths and sustains excellence, values wellbeing and enables self-determined pathways to success.
- ✔️ Read about [grant programs and professional development](#) to support the teaching and learning of Aboriginal languages.
- ✔️ The [Culturally Responsive Framework](#) outlines how we can all contribute to creating environments where Aboriginal people can work, learn and thrive.
- ✔️ Encourage staff to complete the '[working together – cultural awareness introduction](#)' training on Plink.

- ✔️ Access anti-racism resources on the [ReconciliationSA](#) website.
- ✔️ See [Narragunnawali](#) for resources about developing a Reconciliation Action Plan for your school.

Culturally and linguistically diverse children and young people

- ✔️ Read about [funding](#) to support students who are learning English as an additional language or dialect.
- ✔️ Increase parent engagement with your school and their children's education.
- ✔️ Learn about the role of [community liaison officers](#) and how to seek support for culturally and linguistically diverse students with settlement, wellbeing, engagement and growth.
- ✔️ Access [translated forms](#) and information about [translating services](#) on EDi.
- ✔️ Use the racist bullying [video](#) and [guidance for educators](#).

Gender diverse, intersex and sexually diverse children and young people

- 📖 Supporting gender diverse, intersex and sexually diverse children and young people [policy](#), [procedure](#), and [gender affirmation plan](#).
- ✔️ Seek advice, training, and specialist consultancy support through [Education engagementandwellbeing@sa.gov.au](#).

- ✔️ Use the diversity and inclusion [video](#) and [guidance for educators](#).

Consider resources available outside of the department:

[Transcend Australia](#) offers peer support to trans, gender diverse and non-binary children and young people and their families

[Shine SA](#) offer LGBTIQ+ inclusive medical and counselling services and support as well as inclusion training for educators.

[Bfriend](#) provides free and confidential services including LGBTIQ+ peer support, community connections and workplace training.

Language

Language is one of our most powerful tools that can either include or 'other' students. Being well-informed with current terminology and definitions specific to diverse cohorts is important to create inclusive environments and prevent bullying.

- ☰ Consider greetings like 'folks', 'learners' or a special class pet-name. Be creative! Make language fun and inclusive at the same time.
- ☰ Welcoming children and young people using cultural and linguistically diverse greetings.
For example, Kurna greetings include 'Naa marni' – Are (all of) you good? With response 'Marni'ai' – Good.
- ☰ Incorporate sign language or visual

An important rule of thumb in inclusion:
If in doubt, ask. It is ok to be unsure and asking communicates to the child or young person that their emotions and needs are important.

Learning and Curriculum

When children and young people see themselves and their families represented in and around their learning setting, it has a positive effect on how they feel about themselves.

- ✓ Consider components of the Australian Curriculum, the Early Years Learning Framework and Keeping Safe: Child Protection Curriculum that cover inclusion and diversity.
- ✓ Generate positive discussions in the classroom about diversity and inclusion. For example:

- ✔ Look for opportunities within the classroom to do an Acknowledgement of Country and encourage student ownership of the process.
- ✔ Plan inclusive dietary options available in the school canteen for all to enjoy. For example, appealing Kosher options or offering a culturally themed menu on a Friday.
- ✘ Refrain from singling out individual students as examples or expect them to explain their culture, disability or gender or sexual diversity to others.

School policies and procedures

Inclusion and wellbeing are enhanced when children and young people are aware that specific policies relate to them and exist at their school.

- ✔ Be familiar with policies and procedures in your sector that relate to diverse student cohorts.
- 📖 Publish current policies and procedures on your school's outward facing website.
- 📖 Advocate for local school policies that support and affirm diversity and inclusion. For example, update your [bullying prevention policy](#) and plan to reflect actions the school are committed to that foster diversity and inclusion.

- ✔ Provide the child or young person with detailed daily and weekly schedule to encourage predictability.
- ✔ Appropriate information sharing within the school for staff who need to provide support to the child or young person.
- ✔ Proactive communication with social workers and other allied health professionals who are involved in supporting a child or young person.
- ✔ Encourage a buddy system at break times to ensure the student connects in purposeful ways with peers and enhance inclusion and a sense of belonging.
- ✔ Offer additional transition visits prior to a student commencing at your site.
- ✔ Supervise toilet and changeroom spaces diligently, where identified as necessary.
- ✘ Ensure students don't need to retell

Transition points in education

Transitions can increase vulnerability for children and young people who are already at higher risk. The following considerations can help to ensure students are included and thrive in their learning environments:

- ✔ Names and pronouns are communicated effectively and sensitively to staff and other service providers.
- ✔ Review student records to ensure necessary supports are in place for a smooth transition that meets the student's needs. This may include liaising with external service providers.
- ✔ Encourage a child or young person to bring a familiar soft toy, favourite book or other personal item to create familiarity.