

# **Inclusion and Diversity Policy**

(includes Equal Opportunity and Sexual Harassment)

## **1. Definitions**

1.1 Personal attribute: a feature of a person's background or personal characteristics that is protected by State or Commonwealth anti-discrimination legislation. For example: race, disability, sex, sexual orientation, gender identity, religion etc.

1.2 Disability: refers to physical, intellectual, mental and medical impairments, including disorders that result in a person learning differently.

1.3 Reasonable adjustment: a measure or action taken to help a student with disability and additional needs participate in education on the same basis as other students.

## **2. Purpose**

2.1 The purpose of this policy is to explain Kingston Heath Primary School's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity.

2.2 Kingston Heath Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

## **3. Scope**

3.1 This policy applies to all staff, students and school community at Kingston Heath Primary School.

## **4. Policy**

4.1 Kingston Heath Primary School is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

4.2 Kingston Heath Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others.

Kingston Heath Primary School will:

4.2.1 ensure that all students and members of our school community are treated with respect and dignity;

4.2.2 ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (e.g. schools sports, school concerts) on the same basis as their peers;

4.2.3 acknowledge and respond to the diverse needs, identities and strengths of all students;

4.2.4 encourage empathy and fairness towards others;

4.2.5 challenge stereotypes that promote prejudicial and biased behaviours and practices; and

4.2.6 contribute to positive learning, engagement and wellbeing outcomes for students.

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their personal attributes will not be tolerated in our school community. Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

4.4 Kingston Heath Primary School will take appropriate measures, consistent with its Student Wellbeing and Engagement and Bullying policies to respond to discriminatory behaviour or harassment at our school. Students that are involved in bullying or harassing others based on their personal attributes will be supported to understand the impact of their behaviour.

4.5 Kingston Heath Primary School also understands that it has a special obligation to make reasonable adjustments to accommodate students with disabilities and additional needs.

4.5.1 Reasonable adjustments will be made for students with disabilities and additional needs through our Student Support Group processes in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners.

4.5.2 Reasonable adjustments can be made across the whole school setting (such as ramps into buildings), in the classroom (such as adapting class lessons) and at an individual student level (such as extra tuition for a student with learning difficulties).

4.5.3 For more information about support available for students with disabilities, please refer to our school's Student Inclusion, Engagement and Wellbeing Policy or contact the Assistant Principal – Student Wellbeing on 9584 5805 for further information.

## **5. Related Policies and Resources**

Inclusive Education for Students with Disabilities

<http://www.education.vic.gov.au/about/programs/Pages/Inclusive-education-for-students-withdisabilities.aspx>

Diversity and Inclusion

<http://www.education.vic.gov.au/hrweb/divequity/Pages/default.aspx>

Student Inclusion, Engagement and Wellbeing Policy

## Bullying and Harassment Policy

### **6. Evaluation**

6.1 This policy will be reviewed every year as part of the school's regular policy review cycle.

### **REVIEW CYCLE**

This policy was last updated on 17<sup>th</sup> July 2019 and is scheduled for review in July 2021.