



## Inclusion and Diversity Policy

### *PURPOSE:*

The purpose of this policy is to explain Yarrunga 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. Yarrunga Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

### *POLICY:*

#### **Definitions:**

**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 and others.

#### **Inclusion and Diversity:**

Yarrunga 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 orientations so they can participate, achieve and thrive at school.

Yarrunga 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.

Yarrunga Primary School will:

- Ensure that all students and members of our school community are treated with respect and dignity.
- Ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (eg: school sports, concerts, camps, excursions, incursions, extra-curricular activities) on the same basis as their peers.
- Acknowledge and respond to the diverse needs, identities and strengths of all students.
- Encourage empathy, respect and fairness towards others.
- Challenge stereotypes that promote prejudicial and biased behaviours and practices.
- Contribute to positive learning, engagement and well-being 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 types of behaviours are encouraged to 'raise the flag' and speak up and let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviours can be addressed.

Yarrunga Primary School will take appropriate measures, consistent with our Student Well-Being and Engagement, and Bullying policies to respond to discriminatory behaviours or harassment at our school.

Yarrunga Primary School also understands that we have special obligations to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist all students to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities through our Student Support Group (SSG) processes in consultation with the parents or carers, their teachers, and if appropriate, with the student and their treating practitioners. For more information about support available for students with disabilities, please refer to our school's Student Well-Being and Engagement policy or contact the office for further information.

#### **Related Policies and Resources:**

- Student Well-Being and Engagement Policy
- Statement of Values
- Bullying Policy
- School Policy and Advisory Guide:
  - [Inclusive Education](#)
  - [Koorie Education](#)
  - [Teaching Aboriginal and Torres Strait Islander Culture](#)
  - [Safe Schools](#)
  - [Supports and Services](#)
  - [Program for Students with Disabilities](#)

#### **REVIEW PERIOD:**

<b>Date Implemented</b>	October 2018
<b>Author</b>	Fran Waterman
<b>Approved By</b>	School Council
<b>Approval Authority (Signature &amp; Date)</b>	
<b>Responsible for Review</b>	Principal
<b>Review Date</b>	October 2021 or as per DET Amendments and Updates
<b>References</b>	<a href="https://www.education.vic.gov.au/school/principals/spag/Pages/azindexs.aspx">https://www.education.vic.gov.au/school/principals/spag/Pages/azindexs.aspx</a>  <a href="https://edugate.eduweb.vic.gov.au/edrms/keyprocess/cp/SitePages/SchoolPoliciesDetail.aspx?CIId=76">https://edugate.eduweb.vic.gov.au/edrms/keyprocess/cp/SitePages/SchoolPoliciesDetail.aspx?CIId=76</a>