

# **INCLUSION AND DIVERSITY POLICY**

## **PURPOSE**

The purpose of this policy is to explain Diamond Creek 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. Diamond Creek 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, such as: race, disability, sex, sexual orientation, gender identity, religion etc.

### **Inclusion and Diversity**

Diamond Creek 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.

Diamond Creek 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.

Diamond Creek 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, such as school sports and concerts, on the same basis as their peers.
- acknowledge and respond to the diverse needs, identities and strengths of all students.
- encourage empathy and fairness towards others.
- challenge stereotypes that promote prejudicial and biased behaviours and practices.
- 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.

Diamond Creek Primary School will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Bullying Prevention* policies to respond to discriminatory behaviour or harassment at our school.

Diamond Creek Primary School also understands that it has a special obligation 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 processes in consultation with the student, their parents or carers, their teachers and if appropriate, their treating

practitioners. For more information about support available for students with disabilities, please refer to our school's Student Wellbeing and Engagement policy.




## RELATED POLICIES AND RESOURCES

Department of Education and Training 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](#)

## EVALUATION AND REVIEW

This policy is listed for review as per the school's policy review schedule.

<b>Appendix 1</b>	<b>Appendix 2</b>	<b>Appendix 3</b>
 DCPS Student Wellbeing and Engagement Policy  Student Wellbeing and Engagement Policy	 DCPS Statement of Beliefs.doc  Statement of Beliefs	 DCPS Bullying Prevention Policy.doc  Bullying Prevention