



YINNAR PRIMARY SCHOOL

Inclusion and Diversity Policy

PURPOSE

The purpose of this policy is explain Yinnar 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. The school strives to provide a safe, inclusive and supportive school environment for all students and members of our school community. The school's vision is to empower students to be resilient, reflective and resourceful lifelong learners who can learn independently and collaboratively.

POLICY

Definitions

Personal attribute: a feature of a person's background or personal characteristics that is protected by State or Commonwealth anti-discrimination legislation. This includes but is not limited to: race, disability, sex, sexual orientation, gender identity, religion etc.

Inclusion and diversity

We are 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.

We acknowledge and celebrate 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.

We 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 (including but not limited to schools sports, concerts, discos and camps) 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 is addressed. We will take appropriate measures, consistent with our *Student Wellbeing & Engagement, Bullying Prevention and Complaints Policies, and Code of Conduct to respond to discriminatory behaviour or harassment at our school.*

We have a zero tolerance to bullying and are committed to Bully Zero workshops for students and parents annually. A common language has been developed within our school in reference to bullying behaviours. We refer to being an upstander, bystander, teddy bear, crocodile or meerkat.

We also understands that we have 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 additional needs, please refer to our school's *Student Wellbeing & Engagement Policy* and *Approach to Intervention Policy*.

REVIEW PERIOD

This policy was last updated in November 2018 and is scheduled for review in 2021.