



# Inclusion & Diversity POLICY

## PURPOSE

The purpose of this policy is to explain Allansford & District 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. ADPS strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

## AIM

To help foster an inclusive school community and to make sure that current or prospective students and their families feel welcome and supported at our school. Definition: 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, religious beliefs etc.

## IMPLEMENTATION

ADPS 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. This is so all students they can participate, achieve and thrive at school. ADPS 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.

Allansford & District 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 (e.g., schools sports, concerts and other special days or school activities 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.
- ADPS will take appropriate measures, consistent with its Student Engagement Policy to respond to discriminatory behaviour or harassment at our school.
- Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.
- ADPS 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.

## FURTHER INFORMATION AND RESOURCES:

- Statement of Values and School Philosophy
- Student Engagement Policy
- Child Safety Policy
- School Policy and Advisory Guide:
- Inclusive Education
- Koorie Education
- Program for Students with Disabilities

This policy was last ratified by School Council in....

November 2021