



## INCLUSION AND DIVERSITY POLICY

### PURPOSE

The purpose of this policy is explain Hurstbridge 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. Hurstbridge 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 etc.

### Inclusion and diversity

Hurstbridge 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.

Hurstbridge 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.

Hurstbridge 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, camps and other special events) 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

Hurstbridge Primary School recognises the importance of the partnership between schools and parents to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, ensuring inclusive, safe and orderly environments for children and young people.

This Statement of Values sets out our behavioural expectations of all members in this school community, including the principal, all school staff, parents, students and visitors. It respects the diversity of individuals in our school community and addresses the shared responsibilities of all members in building safe and respectful school communities.

Discrimination, sexual and other forms of harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in this school.

Our Statement of Values acknowledges that parents and school staff are strongly motivated to do their best for every child. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully as a community working together.

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.

Hurstbridge Primary School will take appropriate measures, consistent with our Student Wellbeing, Engagement and Inclusion Policy, in addition to our Anti-bullying & Cyber-bullying policy and Student Code of Conduct to respond to discriminatory behaviour or harassment at our school.

Hurstbridge 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, Engagement and Inclusion* policy.

## RELATED POLICIES AND RESOURCES

Hurstbridge Primary School's ***Student Wellbeing, Engagement and Inclusion Policy, Statement of Values and Bullying policies*** can be accessed on our school webpage.

([http:// www.thomastowneast.ps.vic.edu.au /](http://www.thomastowneast.ps.vic.edu.au/))

- **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

This policy was last updated June 2019 and is scheduled for review in June 2022