



## **Inclusion and Diversity Policy**

# **GLEN HUNTLY PRIMARY SCHOOL INCLUSION AND DIVERSITY**

### **POLICY PURPOSE**

The purpose of this policy is to explain Glen Huntly 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. Glen Huntly 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**

Glen Huntly Primary School is committed to creating a school community where all members of our 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 our school.

An inclusive education system enables all students to be welcomed, accepted and engaged so that they can participate, achieve and thrive in school life.

Glen Huntly 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, show disrespect or demean others.

Glen Huntly 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 excursions) on the same basis as their all of their peers and all students
- acknowledge and respond supportively and respectfully to the diverse needs, identities and strengths of all students
- promote the notion that inclusive education occurs when students with disability and additional needs are treated with respect and are involved in making decisions about their education
- encourage empathy, acceptance and fairness towards others
- support students of all abilities in the classroom and foster positive cultural change in attitudes and beliefs about disability, in and beyond the school environment
- challenge and ethically question stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for all 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 restoratively and equitably.

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

Glen Huntly 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 (SSG) and Parent Support Group (PSG) 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 or contact Cameron White on 9571 2931 for further information.

## RELATED POLICIES AND RESOURCES

- School Policies:
  - Student Wellbeing and Engagement Policy
  - Bullying Prevention
  - Anti-Bullying Statement
  - Child Safe Standards

- School Policy and Advisory Guide:
  - [Inclusive education](#)
  - <https://www.education.vic.gov.au/parents/additional-needs/Pages/default.aspx>
  - Koorie Education:
    - [Policy](#)
    - [Guidance](#)
    - [Resources](#)
    - [Note 19: Koorie cultural inclusion](#)
    - <https://www2.education.vic.gov.au/pal/koorie-education/resources>
  - [Teaching Aboriginal and Torres Strait Islander culture](#)
  - [Safe Schools](#)
  - [The Child Safe Standards](#)
  - [Child Safe Standards: Creating a safe environment](#)
  - [Student health and wellbeing](#)
  - [Program for Students with Disabilities \(PSD\) – parents](#)
  - [Support at school for students with additional needs](#)
  - [Program for Students with Disabilities – schools](#)
  - [Program for Students with Disabilities guidelines - schools](#)
  - [Charter of Human Rights and Responsibilities Act 2006 \(Vic\)](#)
  - [Equal Opportunity Act 2010 \(Vic\)](#)
  - [Disability Discrimination Act 1992 \(Cth\)](#)
  - [Disability Standards for Education 2005 \(Cth\)](#)
  - [Education for all](#)
  - [Multicultural education](#)
  - Case study: [Our school is inclusive](#)

**Status:** This policy was last updated on September 2021 and is scheduled for review in September 2023.