



Portland South Primary School

INCLUSION & DIVERSITY Policy

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, religion etc.

Rationale:

The school is committed to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Portland South Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community, 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. Portland South 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.

Aims:

- To ensure that all students and members of our school community are treated with respect and dignity.
- To ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (eg schools sports, concerts, excursions, extra curricula activities, camps) on the same basis as their peers.
- To acknowledge and respond to the diverse needs, identities and strengths of all students.
- To encourage inclusiveness, empathy and fairness towards others.
- To challenge stereotypes that promotes prejudicial and biased behaviours and practices.
- To contribute to positive learning, engagement and wellbeing outcomes for students.

Implementation:

- 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

References:

www.curriculum.edu.au/mindmatters

Circular 41/2002 VicHealth Publicity for Partnership Campaign Together We Do Better: Department Participation

www.bullyingnoway.com.au

www.eduweb.vic.gov.au/bullying/index.htm

www.eSmartschools.org.au

know about those behaviours to ensure that inappropriate behaviour can be addressed.

- Portland South 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. 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.
- Portland South 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 *Student Engagement* policies or contact the Principal on 5523 2911 for further information.

Related Policies And Resources

Links to the following policies:

- *Student Wellbeing & Engagement*
- *Statement of Values*
- *Bullying Prevention*
- 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:

This policy is scheduled for review in 2022 by school staff and students.

This policy was last reviewed in 2018.

References:

Circular 41/2002 VicHealth Publicity for Partnership Campaign Together We Do Better: Department Participation
www.curriculum.edu.au/mindmatters
www.bullyingnoway.com.au
www.eduweb.vic.gov.au/bullying/index.htm
www.eSmartschools.org.au