

INCLUSION AND DIVERSITY POLICY

Definition: Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized and catered for. An inclusive school promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members. Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Rationale: Dixons Creek Primary School (DCPS) 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.

It 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: The purpose of this policy is to explain our 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. DCPS strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

Implementation: DCPS 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 (eg schools sports, concerts, camps, excursions and incursions) 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
- consult with guardians of all students requiring reasonable adjustments for their full participation in school programs and events
- make timely adjustments so all students and their guardians can participate in school programs and events

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.

DCPS will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Anti - Bullying* 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.

DCPS 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 Engagement* policy or contact the principal, on 59652282, for further information.

Through the core curriculum, DCPS teachers will include lessons containing specific information about our Aboriginal and Torres Strait Islander population.

RELATED POLICIES AND RESOURCES

- 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](#)
- DCPS Values statement
- DCPS Student Wellbeing and Engagement Policy
- DCPS Anti - Bullying Policy

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

20/9/2018