

Inclusion and Diversity Policy

Purpose

The purpose of this policy is explain Derrimut 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. Derrimut 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

Derrimut 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.

Derrimut 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.

Derrimut 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 (eg schools sports, concerts, school Showcases) 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.

Derrimut Primary School will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Bullying* policies to respond to discriminatory behaviour or harassment at our school. Students will be part of the Rights, Resilience and Respectful relationship program to ensure they are building respectful relationships with themselves, their peers and the community.

Derrimut 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 Engagement* policy or contact the Assistant Principal on 8361 1000 for further information.

Related Policies and Resources

- Student Wellbeing and Engagement Policy
- Child Safe Standards
- DPS Bullying, Cyberbullying and Harassment 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 will be reviewed as part of the school's 4 year review cycle.

This policy was last ratified by School Council in 2019 and will be reviewed in 2023.

Communication

This policy is presented at and ratified by School Council, as per Department of Education Policy requirements.

It is published to our Derrimut Primary School Website. It is available to staff via our School Documentation and presented to our staff annually.

Policy review and Approval

Policy Last Reviewed	Aug 2019
Consultation School Council	Aug 2019
Approved by Principal	Aug 2019
Next scheduled review date	2023