

INCLUSION AND DIVERSITY

March 2019



INTRODUCTION:

Gladstone Views Primary School is committed to creating a school community where everyone is welcomed, accepted and treated equitably and with respect regardless of their background or personal attributes such as; race, language, religious beliefs, gender identity, disability or sexual orientation.

Gladstone Views Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and behaviours, language or practices that label, stereotype or demean others will not be tolerated.

PURPOSE:

This policy is in place to:

- explain Gladstone Views Primary School's commitment to making sure everyone in the Gladstone Views Primary School community is accepted and treated equitably and with respect, regardless of their background or personal attributes such as; race, language, religious beliefs, gender identity, disability or sexual orientation
- ensure staff are aware of their obligations in regard to inclusion.

SCOPE:

This policy applies to all staff during all school activities, camps and excursions.

COMMUNICATION PLAN:

Parents will be referred to this policy at the commencement of each school year and on enrolment. A copy will be available on the school website.

Staff will be referred to this policy at the commencement of each school year and on induction (new staff). A copy will be available on COMPASS.

GUIDING PRINCIPLES:

Gladstone Views Primary School will:

- a ensure that all students and members of the school community are treated with respect and dignity
- b ensure that students are not discriminated against and where necessary are accommodated to participate in education and all school activities on the same basis as their peers
- c acknowledge and respond to the diverse needs, identities and strengths of all students
- d encourage empathy and fairness towards others
- e challenge stereotypes that promote prejudicial and biased behaviours and practices
- f contribute to positive learning, engagement and wellbeing outcomes for students.

STUDENTS WITH DISABILITIES:

Gladstone Views Primary School understands that it has an 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 process in consultation with the student (if appropriate), the parent/carer, the teacher, and if appropriate other professionals.

DEALING WITH INAPPROPRIATE ATTITUDES AND BEHAVIOURS OF STUDENTS

Attitudes and behaviours by students that bully, harass or target individuals because of their personal attributes will not be tolerated and will be dealt with in accordance with the school's Bullying Policy, and Student Engagement, Wellbeing and Inclusion Policy.

DEALING WITH INAPPROPRIATE ATTITUDES AND BEHAVIOURS OF ADULTS:

All adults in the school community have the responsibility to model tolerance and to display inclusive attitudes and behaviours. All adults in the school community also have the responsibility to challenge inappropriate attitudes and behaviours as they occur, in a respectful and solution-focussed manner.

Matters that cannot be resolved between adults, and all serious matters, are to be referred to the Principal. Serious issues involving staff may be referred to the Department of Education and Training's Conduct and Ethics Branch.

RELATED POLICIES (DET) and Resources

Inclusive Education

Koorie Education

Teaching Aboriginal and Torres Strait Islander Culture

Safe Schools

Supports and Services

Programs for Students with Disabilities

