



# Inclusion and Diversity Policy

## Rationale:

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

## Implementation:

### 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

Kew 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.

Kew 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.

Kew 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, [camps, excursions ] 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 and challenge stereotypes that promote prejudicial and biased behaviours and practices.

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

## RELATED POLICIES AND RESOURCES

- Kew Primary School Policies on school website:
  - Behaviour Management
  - Equal Opportunity
  - Parent, Carer & Community Code of Conduct
  - Preventing Bullying
  - Student Engagement & Wellbeing
  
- DET 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
  
- School wellbeing
- Bullying

## Evaluation:

- This policy will be reviewed as part of the school's three year review cycle.

This policy was ratified by School Council - June 2018