

# **INCLUSION AND DIVERSITY POLICY**

## **KATANDRA SCHOOL**

### **NOVEMBER 2020**

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## PURPOSE

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

## DEFINITION

Personal attribute – a feature of a person's background or personal characteristics that is protected by State or Commonwealth anti-discrimination legislation. For Katandra: race, disability, sex, sexual orientation, gender identity, religion etc.

## POLICY

### **Inclusion and Diversity**

Katandra 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.

Katandra 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.

Katandra 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 etc) 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; and
- 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.

Katandra 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. For Katandra, 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.

Katandra 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 principal class team for further information.

## **FURTHER INFORMATION AND RESOURCES**

Student Wellbeing and Engagement, Statement of Values and Bullying policies.

- 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](#)

## REVIEW CYCLE

*This Code of Conduct or Policy was endorsed/approved by the Katandra School Council on November 2020 for review if legislative or other changes require in the interim or no later than November 2022.*

|                                                      |                                                              |
|------------------------------------------------------|--------------------------------------------------------------|
| <b>Date Implemented</b>                              | November 2020                                                |
| <b>Author</b>                                        | Rhett Watts                                                  |
| <b>Approved By</b>                                   | School Council                                               |
| <b>Approval Authority<br/>(Signature &amp; Date)</b> | School Council President: Kellie Easton<br>Signature<br>Date |
| <b>Date to be Reviewed</b>                           | November 2022                                                |
| <b>Responsible for Review</b>                        | Rhett Watts, Thomas Cazaly                                   |
| <b>References</b>                                    | Victorian Government Schools Reference Guide                 |