



INCLUSION AND DIVERSITY POLICY

Latest DET Update: March 2018
APS update to policy: September 2018

Purpose

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

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

Alphington 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.

Alphington 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.

Alphington 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, excursions, camps) 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.

The values that are intrinsic to our success at Alphington Primary School are summarised as:

- Respect
- Curiosity
- Kindness
- Resilience
- Integrity

Alphington Primary School actively seeks to engage with parents and the community to ensure a positive and inclusive school culture in which every student has the opportunity to develop academically and personally. The school works collaboratively with students and parents/ carers to establish fair and respectful behaviour policies and practices, based on the school's values, expected social competencies and positive peer relationships. There are intervention strategies in place to address inappropriate behaviours which can negatively impact on the learning environment of the individual and of others. We value our strong school community partnerships and see these as integral to our success and achievement within our local area and in the Victorian Department of Education and Training. Every member of the school community has a right to fully participate in an educational environment that is safe, supportive and inclusive and to be treated with respect and dignity.

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.

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

Alphington 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 Principal for further information.

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](#)

Review Period

This policy was last updated in November 2018 and is scheduled for review in 2022.