

# Inclusion and Diversity Policy

Ratified by School Council October 2021

## 1. Definitions

- 1.1 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.
- 1.2 Disability: refers to physical, intellectual, mental, and medical impairments, including disorders that result in a person learning differently.
- 1.3 Disability harassment: humiliating comments or actions about a person's disability.
- 1.4 Direct discrimination: unfavourable treatment because of a person's protected attribute.
- 1.5 Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute
- 1.6 Reasonable adjustment: a measure or action taken to help a student with disability and additional needs participate in education on the same basis as other students.
- 1.7 Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated, or intimidated. It may be physical, verbal, visual or written.
- 1.8 Victimization: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of discrimination or harassment based on a protected attribute (or asserted their rights under relevant policies or law).
- 1.9 Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people based on their race or religion.

## 2. Purpose

- 2.1 Coatesville Primary School strives to provide a safe, inclusive, and supportive school environment which values the human rights of all students and staff.
- 2.2 The purpose of this policy is to explain Coatesville 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.
- 2.3 Coatesville Primary School strives to provide a safe, inclusive, and supportive school environment for all students and members of our school community.
- 2.4 For staff, this policy should be read alongside the Department of Education and Training's [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Coatesville Primary School.

## 3. Scope

- 3.1 This policy applies to all staff, students, and school community at Coatesville Primary School.

## 4. Policy

- 4.1 Coatesville 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.

4.2 Coatesville 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.

4.3 We value the human rights of every student and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Coatesville Primary School will:

4.3.1 actively promote a culture where everyone is treated with respect and dignity.

4.3.2 ensure that students are not discriminated against (directly or indirectly) and where necessary, are accommodated to participate in education and all school activities (e.g., schools sports, school concerts) on the same basis as their peers;

4.3.3 acknowledge and respond to the diverse needs, identities, and strengths of all students.

4.3.4 encourage empathy and fairness towards others;

4.3.5 challenge stereotypes that promote prejudicial and biased behaviours and practices;

4.3.6 contribute to positive learning, engagement, and wellbeing outcomes for students; and

4.3.7 respond to complaints and allegations appropriately and ensure that students are not victimised.

4.4 We collaborate with students, parents and caregivers, and other organisations, including teacher and professional associations, as respected and valued partners in inclusive education. We support students, parents, caregivers, and families to have a voice and be heard. Their views are considered in decision making at all levels.

4.5 Bullying, unlawful discrimination, harassment, vilification, and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated in our school community.

4.6 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.

4.7 Coatesville 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 that are involved in bullying or harassing others based on their personal attributes will be supported to understand the impact of their behaviour.

5. Coatesville Primary School will eliminate barriers to access, these include:

5.1 Physical Barriers - These are architectural and structural barriers, such as but not limited to, access for wheelchairs, lighting for students with low vision and sound field system for students with hearing impairment

5.2 Instructional Barriers - Staff who do not have the necessary skills and knowledge to support learners with specific needs

5.3 Attitudinal Barriers - These are behaviours, perceptions and assumptions that discriminate against a person with a disability. Such as forming an idea about someone through lack of knowledge or because of stereotype

5.4 Curriculum barriers - A rigid curriculum that does not allow for different teaching methods to meet a diverse range of learners.

- 5.5 Every member of the school community, including teachers, support staff, volunteers, families, and students, works collaboratively to ensure students can access and participate in all areas of school life.
- 5.6 Curriculum is provided to all students in ways which are age appropriate and responsive to diverse learning needs.

## **6. Reasonable adjustments for students with disabilities**

- 6.1 Coatesville Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities and additional needs.
  - 6.1.1 Reasonable adjustments will be made for students with disabilities and additional needs through our Student Support Group processes in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways.
  - 6.1.2 Reasonable adjustments can be made across the whole school setting (such as ramps into buildings), in the classroom (such as adapting class lessons) and at an individual student level (such as extra tuition for a student with learning difficulties).
  - 6.1.3 For more information about support available for students with disabilities, please refer to our school's Student Inclusion, Engagement and Wellbeing Policy or contact the Assistant Principal – Student Wellbeing on 9570 1752 for further information.

## **7. Related Policies and Resources**

- 7.1 For staff, please see the Department's Equal Opportunity and Anti-Discrimination Policy, Sexual Harassment Policy and Workplace Bullying Policy which apply to all staff working at our school.
- 7.2 Inclusive Education for Students with Disabilities  
<http://www.education.vic.gov.au/about/programs/Pages/Inclusive-education-for-students-with-disabilities.aspx>
- 7.3 Diversity and Inclusion  
<http://www.education.vic.gov.au/hrweb/divequity/Pages/default.aspx>
- 7.4 Statement of Values and School Philosophy Policy
- 7.5 Student Engagement and Wellbeing Policy
- 7.6 Bullying and Harassment Policy

Other relevant Department policies and resources on the School Policy and Advisory Guide are:

[Inclusive Education](#)  
[Koorie Education](#)  
[Teaching Aboriginal and Torres Strait Islander Culture](#)  
[Safe Schools](#)  
[Supports and Services](#)  
[Program for Students with Disabilities](#)

## **8. Evaluation**

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