

INCLUSION AND DIVERSITY POLICY

PURPOSE

The purpose of this policy is to explain Chilwell 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. This policy should be read alongside the following Department of Education and Training policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [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 Chilwell Primary School (Chilwell).

DEFINITIONS

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, profession, trade or occupation expunged homosexual conviction, spent conviction, or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute, which may include harassing a person because of a personal attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to possibly make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Harassment on the ground of sex - unwelcome and demeaning conduct based on a person's sex, or a characteristic that generally applies or is presumed to apply to a particular sex, in circumstances where it is reasonably possible to cause offence, humiliation or intimidation.

Disability harassment: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law), or has assisted somebody to raise a concern, including participating in an investigation.

POLICY

Chilwell strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Chilwell 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.

Chilwell 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. At Chilwell 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.



All decisions made at Chilwell, concerning inclusion and diversity, are guided by this Policy. When appropriate, decisions are further guided by student voice and parent voice to reflect the needs of our unique community. As a school we recognise that despite best endeavours the school system may not deliver equity and that as a school and community we are on a constant journey to learn, improve and remove systemic barriers to participation.

Chilwell will:

- actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, 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
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Chilwell's school motto is, 'Learning for Life' which is underpinned by our core values of Kindness, Respect, Persistence and Resilience. Our Wellbeing Team includes our Mental Health and Wellbeing Leader and our Inclusive Practices Leader who are supported by leadership and all staff. Programs and structures in place to support wellbeing at Chilwell include:

- the implementation of the evidence based Respectful Relationships program, supported by The Resilience Project, delivered within our 'Learning for Life' curriculum
- wellbeing groups led by our Mental Health and Wellbeing Leader
- the establishment of before school and lunchtime clubs promoting wellbeing and inclusion
- school based allied health including our school Psychologist, Counsellor and Occupational Therapist as well Student Support Services (Department) therapists as required
- liaise with Geelong English Language Centre and cluster support as required
- liaise with Koorie Education Support Officer (KESO) and local Indigenous leaders to strengthen cultural awareness and connection

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Chilwell I. We will take appropriate measures, consistent with our *Wellbeing and Engagement* and *Bullying Prevention* policies to respond to students who demonstrate these behaviours at our school.

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. 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.

Reasonable adjustments for students with disabilities

Chilwell also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities 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, Individual Education Plans and in other less formal ways. For more information about support available for students with disabilities and communicating with us in relation to a student's disability, please refer to our school's **Wellbeing and Engagement Policy** or contact the Assistant Principal or Inclusive Practices Leader, for further information.

COMMUNICATION

This policy will be communicated to our school community in the following way

- Included in staff induction processes and staff training
- Available publicly on our school's website
- Discussed at staff briefings/meetings as required



- Discussed at parent information sessions
- Reminders in our school newsletter
- Hard copy available from school administration upon request

FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the following Department policies and guidelines:

- Wellbeing and Engagement Policy
- Bullying Prevention Policy
- Digital Learning Policy

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.

The following school policies are also relevant to this Inclusion and Diversity Policy:

- [Equal Opportunity and Human Rights - Students](#)
- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	May 2024
Consultation	School Council – not compulsory
Approved by	Principal
Next scheduled review date	May 2027