

# BELMONT PRIMARY SCHOOL

## INCLUSION & DIVERSITY POLICY



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

### AIM

- To help foster an inclusive school community and to make sure that current or prospective students and their families feel welcome and supported at our school.

### Definition:

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, religious beliefs etc.

### IMPLEMENTATION

#### *Inclusion and diversity*

Belmont 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. This is so all students they can participate, achieve and thrive at school. Belmont 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.

#### **Belmont 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 and other special days or school activities 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.

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.

Belmont Primary School will take appropriate measures, consistent with its *Student Engagement Policy* to respond to discriminatory behaviour or harassment at our school. 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.

Belmont 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 Engagement Policy* or contact the school Principal for further information.

#### **FURTHER INFORMATION AND RESOURCES:**

- Statement of Values and School Philosophy
- Student Engagement Policy
- Child Safety Policy
  
- 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](#)

#### **EVALUATION**

This policy will be reviewed every four years in accordance with the school's policy schedule.

This policy was presented\* to School Council in.....

**December 2018**

*\* As this policy is operational, approval by School Council is not required, however consultation with School Council is recommended.  
(School Policy Template Portal)*

**Review Date: 2022**