



Shepparton East Primary School

Policy: **Inclusion and Diversity Policy**

Approved at School Council Meeting: **December 2018**

Review: **December 2021**

PURPOSE

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

POLICY

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

Shepparton East 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.

Shepparton East 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.

Shepparton East 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, incursions) 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.

At Shepparton East Primary School we strive to provide an inclusive, supportive and safe learning environment by encouraging all students to care for themselves, others, their learning and their school. Our School Wide Positive Behaviour System (PBS) framework promotes a proactive approach to teaching behavioural expectations and acknowledging students for following them, rather than waiting for errors to

occur before responding. Our approach aligns academic and behavioural systems to create an emphasis on explicitly teaching, monitoring and rewarding appropriate behaviour. We use a behaviour matrix to teach our four values: *'Care for Yourself'*, *'Care for Others'*, *'Care for Your Learning'* and *'Care for Your School'*.

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.

Shepparton East Primary School will take appropriate measures, consistent with its Student Wellbeing and Engagement Policy and Bullying & Harassment policy and procedures (including cyber bullying) to respond to discriminatory behaviour or harassment at our school.

Our PBS ensures a consistent approach to discipline with clearly defined rules, routines and physical arrangements, which are developed and taught by school staff. Like academic skills that have been learned initially, social skills are regularly practised and acknowledged frequently to ensure mastery and sustained use. Where necessary, students who require further support in following our values and expectations are provided with the opportunity to reflect on their behaviours and its impact on others by completing a 'Behaviour Reflection' form.

Shepparton East 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 Principal Trent McCrae for further information.

RELATED POLICIES AND RESOURCES

<http://www.shepeastps.vic.edu.au/uploads/documents/policies/student%20engagement%20policy.pdf>

[http://www.shepeastps.vic.edu.au/uploads/documents/policies/bullying%20&%20harassment%20policy%20and%20procedures%20\(including%20cyber%20bullying\).pdf](http://www.shepeastps.vic.edu.au/uploads/documents/policies/bullying%20&%20harassment%20policy%20and%20procedures%20(including%20cyber%20bullying).pdf)

- 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 on December 2018 and is scheduled for review in December 2021.