



Challenge, Opportunity & Achievement

Inclusion and Diversity

POLICY

PURPOSE

The purpose of this policy is to explain Stawell West Primary School's commitment to ensuring every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Stawell West Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

Stawell West Primary School is an inclusive environment where each child and adult is valued and are supported to reach their full academic, social and emotional potential.

In line with The Disability Standards for Education 2005 and the Education for All - Schools' Policy, we acknowledge that:

- discrimination on the grounds of disability is an offence,
- inclusive schools welcome and celebrate diversity in ability as well as in cultural, racial, ethnic and social background,
- students with a disability are entitled to a non-restrictive education and opportunities for inclusion must be made available to all students,
- and inclusion within the mainstream school should be the aim.

Our school site covers a wide area. It caters for students with a physical impairment by having handrails and ramps to two entrances and access to a disabled toilet. To cater for the hearing impaired, in every teaching space we have sound systems connected to interactive whiteboards, as well as sections of carpeted walls in classrooms to allow acoustics to be contained. We have trained teachers in the use of FM (Frequency Modulated) systems.

We have teachers and education support staff that are trained in Literacy and Numeracy Intervention Programs for students with learning difficulties; speech delays; or developmental, physical and intellectual disabilities.

We encourage and support all students to be able to participate in all curriculum activities, regardless of whether they have a disability or not.

Our school has a genuine desire to enrich the lives of all of our students by providing an inclusive environment that reflects the diversity of our community and our school values of: Respect, Responsibility, Fairness, Cooperation, Accepting of Differences, Support, Honesty, Commitment and Friendliness.

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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

Stawell West 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.



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Stawell West 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.

Stawell West 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 (e.g. schools sports, concerts, Bike Education, RACV Energy Breakthrough Pushcart Challenge, and other extra curricula 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,
- equally value and encourage all children,
- consult parents and carers about all stages of assessment and planning for their child with a disability or learning difficulty,
- continue to promote the school values through explicit teaching and modelling of the Bounce Back Resilience and Wellbeing Program, as well as the Respectful Relationships Program,
- ensure that all children with disabilities are educated based on curriculum needs rather than the description of the disability,
- provide equal access and opportunity to the curriculum for all students and ensure every student has access to the full range of programs offered,
- foster positive attitudes towards disability within our community,
- address needs of children with disabilities by liaising with parents, agencies and previous education providers,
- develop and maintain ongoing systems within the school to identify students who may need extra support, and
- ensure money allocated through disability funding is used to benefit students with a disability by providing resources and support based on their individual needs.

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. Stawell West Primary School will take appropriate measures, consistent with its *Student Engagement* and Student Behaviour Management policies to respond to discriminatory behaviour or harassment at our school.

Stawell West 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 office for further information.



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RELATED POLICIES AND RESOURCES

- School Policies and Procedures
 - Student Engagement Policy
 - Student Behaviour Management Process - Classroom and Yard
- 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

<i>Ratified by School Council</i>	<i>Date:</i>	11 th December 2018
<i>Signed</i>	<i>Principal:</i>	Jim O'Brien
	<i>School Council President:</i>	Lindy Chester
	<i>Next Review Date:</i>	October, 2021