



## Inclusion and Diversity Policy

Purpose	The purpose of this policy is explain Grovedale West 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. Grovedale West Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.
Policy	<p><b>Definitions</b></p> <p><i>Personal attribute:</i> 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.</p> <p>The school caters for a broad range of student needs including students enrolled in the Deaf Facility and is required to be flexible and supportive in meeting the needs of each student.</p> <p><b>Inclusion and diversity</b></p> <ul style="list-style-type: none"><li>• Grovedale 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. This may also be related to building design and infrastructure, supervision and communication needs.</li><li>• Grovedale 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.</li></ul> <p>At Grovedale West Primary School such diversity includes but is not restricted to:</p> <ul style="list-style-type: none"><li>• Autism</li><li>• Deafness</li><li>• Physical disability</li><li>• Cultural diversity</li><li>• Complex needs</li><li>• Intellectual Disability</li><li>• Koori and Torre Strait Islander</li><li>• International students</li></ul> <p>The school draws upon the support of groups such as:</p> <ul style="list-style-type: none"><li>• The Barwon South Network of specialists</li></ul>

- External Health providers
- Agencies such as DHHS, Child First, MacKillop and The Orange Door.
- NDIS providers
- Paediatricians and medical providers.
- The Geelong English Language Centre
- DET Marrung Aboriginal Education plan support.

Grovedale West Primary School's 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: school sports, concerts) 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.

Grovedale West 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.

- Grovedale 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.
- The school's focus will be on the child's learning and social and emotional wellbeing at school and therefore educators may select to adopt relevant strategies from external practitioners to assist the child's school program. The school may not adopt every strategy provided by an external practitioner if it is not relevant to the child's school based needs or goals. Families can receive support for home and whole of life through their NDIS or other external service providers.

	<p>In ensuring a safe and orderly learning environment for all students, the principal will discipline any student for inappropriate or dangerous behaviour with consideration for:</p> <ul style="list-style-type: none"> <li>• The reasonable adjustments and supports that have already been provided,</li> <li>• The impact on the safety and wellbeing of other students and staff</li> <li>• The behaviour for which the student is being disciplined or suspended,</li> <li>• The educational needs of the student,</li> <li>• The disability of the student,</li> <li>• The age of the student,</li> <li>• The residential and social circumstances of the student</li> </ul> <p>For more information about support available for students with disabilities, please refer to our school's <i>Student Wellbeing and Engagement</i> policy.</p>
Review cycle	This policy was last updated on 17/3/18 and is scheduled for review in March 2021