



INCLUSION AND DIVERSITY POLICY

This policy has been developed by members of School Council.

Date written: August 2020
School Council Ratified: August 2020

Date reviewed: July 2022
Next review: July 2024

Reviewed in line with DET template



Help for non-English speakers

If you need help to understand the information in this policy please contact Rosanna Primary School or email the school:
Rosanna.ps@education.vic.gov.au

PURPOSE

The purpose of this policy is to explain Rosanna 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. Rosanna Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

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 Rosanna Primary School.

POLICY

Definitions

Personal/protected attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include (but are not limited to): 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, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute. RPS adds neurodiversity to this list as well.

Direct discrimination: unfavourable treatment because of a person's protected 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 make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Disability harassment: humiliating comments or actions about a person's disability.

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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) have made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

Inclusion and diversity

Rosanna 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.

Rosanna 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. At Rosanna Primary School 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.

Rosanna Primary School 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) 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.

Rosanna Primary School strives to meet the individual needs of students, catering for those who require special assistance while fostering their special talents or interests. We provide equality of opportunity, regardless of gender, language, or cultural background. Our mission is to develop each child to their full potential as literate, numerate and socially competent citizens who acknowledge both their rights and responsibilities and those of others. We aim to deliver a dynamic and flexible curriculum, within a nurturing environment, which meets the needs of each child as they become active participants in life-long learning.

At Rosanna Primary School we strive to act at all times with Integrity. Our school values shape our community and are highlighted in our teaching and learning community. These values are:

- cooperation – through collaboration and teamwork
- excellence – aiming to achieve personal best through persistence of effort
- respect – acting with courtesy, tolerance and compassion
- honesty – being consistently truthful and trustworthy
- responsibility – being reliable and responsible in all actions

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Student Voice, Agency and Participation

Rosanna Primary School aims to build independent learners through Inquiry Based Learning approaches, where student voice and independent decision making is a feature. We actively promote student participation as a means to improve student inclusiveness and learning outcomes. Student participation ranges from students sharing opinions of problems and potential solutions, to students providing feedback associated with school strategic planning. It also includes our students sharing their 'voice' in class by collaborating with teachers to engage with the curriculum and improve education outcomes.

Wellbeing

Rosanna Primary School has a strong focus on wellbeing for all members of the school including students, staff, parents, carers, and friends. Our School Values, Respectful Relationship and Restorative Practices programs, combine to build an environment of respect, inclusiveness, challenge, and open communication.

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 Rosanna Primary School. We will take appropriate measures, consistent with our *Student 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.

Reasonable adjustments for students with disabilities

Rosanna Primary School 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 and Home School Support Group processes and in other less formal ways. For more information about support available for students with disabilities and communicating with RPS in relation to a student's disability, please refer to our school's *Student Wellbeing and Engagement* policy or contact the Student Wellbeing Officer for further information.

COMMUNICATION

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

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Hard copy available from school administration upon request

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RELATED POLICIES AND RESOURCES

This Inclusion and Diversity Policy is to be read in conjunction with other related school policies, procedures, and codes found on our website. These include our:

- [Student Wellbeing and Engagement Policy](#)
- [Bullying Prevention 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.

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2022
Consultation	School council Consultation Date: July 2022
Approved by	Principal
Next scheduled review date	July 2025