

INCLUSION AND DIVERSITY

Koroit and District Primary School

Rationale

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

Aims and Implementation

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.

Respectful Relationships

Respectful Relationships is an initiative to support schools and early childhood education settings promote and model respect and equality. It also supports educators to teach our children how to build healthy relationships, resilience and confidence.

In 2016 respectful relationships education became a core component of the Victorian curriculum. The Resilience, rights and respectful relationships teaching and learning materials have been developed to support schools to deliver the curriculum.

The Victorian Curriculum F-10 includes learning about respectful relationships in both health and physical education and personal and social capability. In health and physical education curriculum, students develop the knowledge, understanding and skills to strengthen their sense of self, and build and manage safe and respectful relationships. In the personal and social capability curriculum, students learn to recognise and regulate emotions, develop empathy for others and establish and build a framework for positive relationships.

The Victorian Curriculum Assessment Authority has specialist curriculum consultants to assist schools with delivering social and emotional learning topics including the Resilience, rights and respectful relationships teaching and learning materials.

Koroit and District Primary School is a Respectful Relationships partner school, which means we have undergone Respectful Relationships training and implement the framework into our curriculum.

For more information -

<http://www.education.vic.gov.au/about/programs/Pages/respectfulrelationships.aspx>**Inclusion and diversity**

Koroit and District 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.

KDPS 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.

KDPS 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 all other school based 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.

KDPS will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Bullying* policies to respond to discriminatory behaviour or harassment at our school.

KDPS 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 Marina Milich/Nicole Farrelly for further information.

RELATED POLICIES AND RESOURCES

- 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 as part of the school's three-year review cycle.

Implemented	February 2018
Review Date	February 2021