



Brunswick South-West Primary School

INCLUSION AND DIVERSITY

At Brunswick South West Primary School, we are proud of our strong school culture that emphasises respect for each other, embrace of diversity and inclusion of everyone. We are committed to making our school a warm and welcoming place, where all members of our community can feel a sense of belonging regardless of differences in background, gender or ability. Feeling safe, supported and accepted underpins a child's capacity to learn. Hence, we see our commitment to respect, inclusion and diversity – as outlined in this policy – as providing the solid foundations from which children become curious, engaged and stimulated learners, building the knowledge, skills, positive relationships and personal wellbeing they need in order to reach their potential and contribute to society.

PURPOSE

The purpose of this policy is to explain Brunswick South 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. Brunswick South West Primary School (BSWPS) 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

BSWPS is committed to maintaining a culture 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.

BSWPS 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.

BSWPS will:

- promote our core school values of respect and inclusion, to guide the behaviours of everyone in our community
- 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 (for example, schools sports, concerts, etc) on the same basis as their peers
- embrace and celebrate the many kinds of diversity within our community, and appreciate the uniqueness of each individual
- acknowledge and respond to the diverse needs, identities and strengths of all students
- encourage empathy, kindness and fairness towards others
- challenge stereotypes that promote prejudiced or biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students
- engage, challenge and empower our students so that they become inclusive and respectful individuals.

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their backgrounds or 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.

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

BSWPS 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 the Principal or Assistant Principal for further information.

RELATED POLICIES AND RESOURCES

For further information please see our policies on *Student Wellbeing and Engagement*, *Statement of Values and School Philosophy* and *Bullying Prevention* policies, available on our school website.

- 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 in August 2021 and is scheduled for review in 2023.