

Avondale Primary School

INCLUSION AND DIVERSITY POLICY



Statement of Commitment to Child Safety

Avondale Primary School is a child safe organisation which welcomes all children, young people and their families.

We are committed to providing environments where our students are safe and feel safe, where their participation is valued, their views respected, and their voices are heard about decisions that affect their lives. Our child safe policies, strategies and practices are inclusive of the needs of all children and students.

Avondale Primary school's approach to creating and maintaining a child safe school environment is guided by our school philosophy and values. At Avondale Primary School our vision is 'to create a community that strives for excellence through high quality learning, engagement and wellbeing for all.'

We have no tolerance for child abuse and take proactive steps to identify and manage any risk of harm to students in our school environments.

We promote positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Particular attention is given to the child safety needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home, children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQ+) and other students experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our school, and any instances identified will be addressed with appropriate consequences.

Child safety is a shared responsibility. Every person involved in our school has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.

We are committed to regularly reviewing our child safe practices, and seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.



Help for non-English speakers

If you need help to understand the information in this policy, please contact the school office on 9318 1755.

Purpose

The purpose of this policy is to explain Avondale 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.

Avondale Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For staff, this policy should be read alongside the Department of Education and Training's [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 Avondale Primary School.

Policy

Definitions

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: 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.

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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: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

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) has 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

Avondale Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

We are 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.

Our school is culturally diverse with over 25 languages spoken by our students. Avondale 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 Avondale 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.

Avondale Primary School will:

- actively nurture and promote a culture where 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. Interschool Sport competition, sporting activities, concerts, excursions, internal 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
- explicit teaching of social and emotional skills through the Respectful Relationships and School Wide Positive Behaviour Support (SWPBS)

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- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students
- raise awareness of diverse personal attributes e.g. guest speakers, inquiry unit topics, You Can Do It social and emotional learning program
- promote inclusion and diversity through whole school activities e.g. Multicultural Day, NADIOC Week, Kids Matter 'Every Face has a Place', National Day Against Bullying and Violence, Bully Zero, Camp Quality, and Bravehearts presentations
- respond to complaints and allegations appropriately and ensure that students are not victimised.

At Avondale Primary School we share the values of:

- Respect
- Responsibility
- Learning

We promote that Avondale Primary students are:

F- Friendly

A- Accepting

I - Inclusive

R- Respectful

Student voice

The school actively promotes student participation as a means to improve student inclusiveness and 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.

Other ways students are encouraged to share their voice:

- school leadership positions such as school and house captains
- bullying prevention/ Friendship action team
- student led clubs
- Student Representative Council representative
- organising and assisting with fundraising events
- class discussions
- student feedback
- self evaluation
- surveys
- personal goal setting
- student concerns boxes

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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 Avondale Primary 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.

Students are encouraged to follow the STOP actions in these situations:

S- Say stop

T- Tell an adult

O – Offer help

P – Protect others

Avondale Primary School will take appropriate measures, consistent with its *Student Wellbeing and Engagement Policy*, *Child Safe Environment*, and *Bullying Prevention* policies to respond to discriminatory behaviour or harassment at our school. Students found to be involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.

Reasonable adjustments for students with disabilities

Avondale Primary School 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 processes and in other less formal ways. For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please refer to our school's *Student Wellbeing and Engagement* policy or contact our Student Wellbeing Coordinator on 9318 1755 for further information.

- Avondale Primary School is committed to the safety and wellbeing of all children. We want children attending our school to be safe, happy and respected.
- We are committed to creating inclusive environment where diversity is supported and students feel safe to bring their whole selves to school.
- Allegations and concerns relating to the safety and wellbeing of our school community will be treated very seriously and consistently with our policies and procedures.
- We are committed to preventing child abuse, identifying risks early and removing and reducing these risks.
- Everyone has a role to ensure children are safe – if something doesn't feel right, speak up. If you have any concerns about any inappropriate behaviours in the school community you should speak to the Principal or Assistant Principal. If this would not be appropriate in the circumstances, you

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can contact the South Western Regional Office of the Department of Education and Training on 1300 333 232

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
- accessible to staff on Google Drive Online Staffroom and discussed at staff briefings/meetings as required
- reminders in our school newsletter
- hard copy available from school administration upon request

FURTHER INFORMATION AND RESOURCES

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.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Equal Opportunity and Human Rights - Students](#)
- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Student Wellbeing and Engagement Policy](#)
- [Statement of Values](#)
- [Bullying Prevention Policy](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

POLICY REVIEW AND APPROVAL

Policy approved by School Council	14 th September 2021
Consultation	School Council 14 th September 2021 School staff and leadership team: 6 th September 2021
Next scheduled review date	14 th September 2024