

Inclusion and Diversity Policy



Avondale Primary School 2019

Commitment to Child Safety

Avondale Primary School is committed to safety and wellbeing of all children and young people. This will be the primary focus of our care and decision making. Avondale Primary School has zero tolerance for child abuse.

Avondale Primary School is committed to providing a child safe environment where children and young people are safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and / or linguistically diverse backgrounds, vulnerable children as well as the safety of children with a disability.

Every person involved in Avondale Primary School has a responsibility to understand the important and specific role he/ she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

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.

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.

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

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 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.

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.

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 You Can Do It program and KidsMatter framework
- 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
- Honesty
- Persistence

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- Integrity
- Cooperation
- Self Confidence
- Caring for Others
- Helpfulness

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. In 2019, Avondale Primary School has appointed a Learning Specialist teacher who will work in classrooms to assist teachers in developing student voice and agency.

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

Bullying, harassment and other forms of inappropriate behaviour targeting individuals 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 classroom

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teacher, 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.

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 Carol Broadhurst- Student Wellbeing Coordinator on 9318 1755 for further information.

RELATED POLICIES AND RESOURCES

Student Wellbeing and Engagement Policy

Statement of Values

Bullying Prevention Policy

- 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](#)

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.

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REVIEW PERIOD

This policy was approved by School Council in March 2019 and is scheduled for review in March 2021.