

## Hamlyn Views School

# INCLUSION AND DIVERSITY POLICY

## 1. PURPOSE

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

## 2. 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

Hamlyn Views 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.

Hamlyn Views 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.

Hamlyn Views School 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. Sports Days, Concerts, and other special events) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities, 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.

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

Hamlyn Views School also understands that it has a special obligation to make reasonable adjustments to accommodate students with moderate to severe 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, Allied Health Professionals. For more information about support available for students with disabilities, please refer to our school's *Student Wellbeing and Engagement* policy or contact the school on Ph: 521 55 700 for further information.

### 3. RELATED POLICIES AND RESOURCES

See School Policies:

- *Student Wellbeing and Engagement*
- *Prevention of Bullying*
- *Statement of Values and Philosophy*

School Policy and Advisory Guide:

- Inclusive Education  
<https://www.education.vic.gov.au/about/programs/Pages/Inclusive-education-for-students-with-disabilities.aspx>
- Koorie Education  
<https://www.education.vic.gov.au/school/principals/spag/curriculum/Pages/koorie.aspx>
- Teaching Aboriginal and Torres Strait Islander Culture  
<https://www.education.vic.gov.au/school/teachers/teachingresources/multicultural/Pages/koorieculture.aspx>
- Safe Schools  
<https://www.education.vic.gov.au/about/programs/Pages/safeschools.aspx>
- Supports and Services  
<https://www.education.vic.gov.au/school/principals/spag/safety/Pages/studentssupport.aspx>
- Program for Students with Disabilities  
<https://www.education.vic.gov.au/school/principals/spag/curriculum/pages/disabilities.aspx>

### 4. CYCLE OF REVIEW

This policy will be reviewed as part of a two yearly review cycle.

**This policy was developed in November, 2018**  
**Date for next review: 2020**