



# Drysdale Primary School

## INCLUSION AND DIVERSITY POLICY

### PURPOSE

The purpose of this policy is to explain Drysdale 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. Drysdale 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 Drysdale 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.

*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).

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# Drysedale Primary School

## Inclusion and diversity

Drysedale 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.

Drysedale 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 Drysedale 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.

Drysedale Primary School will:

- actively nurture and promote a culture where everyone is treated with respect and dignity, as well as a culture that promotes gender equity and respectful relationships within the school community
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, camps, excursions, incursions, specialist classes, extra-curricular events) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students, fostering engagement and school connectedness with parents or carers, students and staff from diverse cultural, linguistic and religious backgrounds.
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices by using equitable and respectful language
- develop a supportive and inclusive learning environment that meets physical student needs and develops self-management, awareness, empathy and relationship skills
- ensure shared spaces are organised to enable and promote social interaction and integration, and ensure that staff and students of any gender and disability have equality of access and use of all school facilities including equipment, school yard, sports areas, toilets and all indoor spaces
- contribute to healthy relationships, positive learning, engagement and wellbeing outcomes for students to feel physically and emotionally secure
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Drysedale Primary School have implemented the School Wide Positive Behaviour Support program along with Respectful Relationships and a Kids Matter and Junior School Council team. These programs and groups support the promotion of a consistent approach to SWPBS and the School Values, including Acceptance. This value links directly to the schools ethos on inclusion and diversity, in stating that we all belong and care for one another.

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# Drysdale Primary School

Bullying, unlawful discrimination, sexism, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Drysdale Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying Prevention* policies to respond to students who demonstrate these behaviours at our 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.

For Drysdale Primary, students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour. Refer to our *Student Wellbeing and Engagement* and *Bullying Prevention* policies for further information.

Drysdale Primary School ensure that people are treated as individuals, respected for their unique attributes and not excluded, harassed or bullied in any way, through unconscious bias, stereotypes or unlawful actions that may form the basis of discrimination, harassment, vilification or victimisation. The school will not condone or tolerate victimisation, vilification, discrimination or harassment. For further information please refer to the *Student Wellbeing and Engagement* and *Bullying Prevention* policies.

## Reasonable adjustments for students with disabilities

Drysdale Primary School also 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, the DET website or contact Kate Wojcik, Assistant Principal for Wellbeing and Inclusion for further information.

## FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the following school policies:

- Statement of Values and School Philosophy
- Student Wellbeing and Engagement Policy
- Duty of Care Policy
- Bullying Prevention Policy

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 School Policy and Advisory Guide are:

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# Drysdale Primary School

- [Inclusive Education](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

## REVIEW

This policy was last approved by school council in October 2020 and is scheduled for review in October 2022.

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