

# Flemington Primary School

## Inclusion and Diversity Policy



### Help for non-English speakers

If you need help to understand the information in this policy please contact Flemington Primary School on 9376 7137 or email [flemington.ps@education.vic.gov.au](mailto:flemington.ps@education.vic.gov.au)

## PURPOSE AND RATIONALE

The purpose of this policy is to explain Flemington 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.

Flemington Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

## 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 or religion.

## ACTION GUIDELINES

Flemington Primary School is committed to creating an environment 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.

Flemington 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.

Flemington Primary 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 (e.g. schools sports, concerts, excursions, camps) 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;
- Challenge stereotypes that promote prejudicial and biased behaviours and practices; and

- 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.

Flemington Primary School will take appropriate measures, consistent with its Student Engagement and Inclusion and Bullying and Harassment policies to respond to discriminatory behaviour or harassment at our school. This is supported by our School Behaviour Matrix and School Wide Positive Behaviour strategies.

Flemington Primary School 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 Engagement and Inclusion Policy or contact the school office for further information.

## MONITORING, REPORTING AND REVIEW

School Council will be briefed on school inclusion and diversity related initiatives and challenges.

## RELATED POLICIES AND DOCUMENTS

- Student Engagement and Inclusion Policy
- Bullying and Harassment Policy
- Bullying Prevention Policy
- Preventing and Responding to Racism Policy

## REFERENCES

- DET Students with a Disability Guide  
<https://www.education.vic.gov.au/school/principals/spag/participation/Pages/studentswithdisability.aspx>
- DET Koorie Education Guide  
<https://www.education.vic.gov.au/school/principals/spag/curriculum/Pages/koorie.aspx>
- DET Teaching Aboriginal and Torres Strait Islander Culture – Teaching resource  
<https://www.education.vic.gov.au/school/teachers/teachingresources/multicultural/Pages/koorieculture.aspx>
- DET Safe Schools Program  
<https://www.education.vic.gov.au/about/programs/Pages/safeschools.aspx>

- DET Support for Children with Special Needs  
<https://www.education.vic.gov.au/school/parents/needs/Pages/supportservices.aspx>
- DET Programs for parents of children with a disability  
<https://www.education.vic.gov.au/parents/services-for-parents/Pages/parenting-strengthening.aspx>

## POLICY REVIEW AND APPROVAL

Policy last reviewed	December 2023
Approved by	Principal
Consultation	School Council
Next scheduled review date	December 2026