



STAWELL SECONDARY COLLEGE

Inclusion and Diversity Policy

Rationale:

- The rationale of this policy is to explain Stawell Secondary College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Stawell Secondary College strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

Aims:

- To clarify the roles and responsibilities of all involved with the delivery of education at Stawell Secondary College.

Date Effective:

26/03/20

Definitions:

Word	Definition
Personal attribute	A feature of a person's background or personal characteristics that is protected by State or Commonwealth anti-discrimination legislation. A personal attribute includes, but not limited to race, ability, sexual orientation, gender identity, religion and beliefs.

Responsibilities:

Stawell Secondary College 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 background or personal attributes such as race, language, religious beliefs, gender identity, ability or sexual orientation so that they can participate, achieve and thrive at school.

Stawell Secondary College 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.

Implementation:

- Ensure that all students and members of our school community are treated with respect and dignity.
- Ensure that all students are not discriminated against, and where necessary, are accommodated for, to participate in education and all school activities (e.g. school sports, concerts, camps, excursions etc.) 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.



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- 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 the behaviours to ensure that inappropriate behaviour can be addressed.

Stawell Secondary College will take appropriate measures, consistent with its Student Engagement and Wellbeing Policy to respond to discriminatory behaviour or harassment at our school.

Stawell Secondary College 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 Wellbeing Policy and the Bullying and Harassment Policy or contact the Principal for further information.

Evaluation:

This policy will be reviewed as part of the school's review cycle in November each year. The review will be led by the Wellbeing and Engagement Team and referred to the Policy Sub-Committee and School Council for ratification.

History update:

First issued	March 2020 New policy
Date of update	Summary of change(s)