

INCLUSION AND DIVERSITY POLICY

Purpose

The purpose of this policy is to explain Heany Park 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. Heany Park 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, religion etc;

Heany Park Primary School's Mission Statement:

Heany Park Primary School is a child centred community, empowering students to be inquiring, responsible, compassionate and globally minded citizens. Our teaching and learning embodies our school values and drives the development of challenging and engaging programmes. This enables our students to become lifelong learners, who take action to promote a peaceful and sustainable world through respect and understanding.

IB Learner Profiles and Attitudes:

Learner Profile		Learner Attitudes	
Balanced	Open Minded	Creativity	Tolerance
Caring	Principled	Commitment	Appreciation
Communicators	Reflective	Cooperation	Confidence
Inquirers	Risk Takers	Curiosity	Empathy
Knowledgeable	Thinkers	Enthusiasm	Independence
		Integrity	Respect

Inclusion and Diversity

- Heany Park 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.
- Our 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.
- Heany Park 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, (eg schools sports, concerts, camps, incursions and excursions), 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
 - 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.

Heany Park Primary School will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Student / Workplace Bullying* policies to respond to discriminatory behaviour or harassment at our school.

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.

Heany Park 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 Wellbeing and Engagement* policy or contact the school on 9764 5533 for further information.

Related policies AND RESOURCES

- School Policies (refer to the school's website: <https://heanyparkps.vic.edu.au/>)
 - Camp Policy
 - Class Formation Policy
 - Excursions and Incursions Policy
 - Student Anti-Bullying Policy
 - Student Attendance Policy
 - Student Engagement and Wellbeing Policy
 - Swimming

- 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](#)

EVALUATION

Evaluation of this policy will be carried out by the Leadership Team as part of the Education and Policy Committee's cyclic review process in four years time, or beforehand if a significant issue arises.

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Approval Date: 4th September 2018

Review Date: September 2022

Signed:

Janet Evison
Principal

Chris Parker
School Council President