



## WATTLE PARK PRIMARY SCHOOL

# Inclusion and Diversity Policy

(Includes Equal Opportunity and Sexual Harassment)

### Principle of Inclusion

*Wattle Park Primary School are committed to providing a child safe environment where children and young people are safe, feel safe, and their voices are heard about decisions that affect their lives. Our child safe policies, procedures, strategies and practices will be inclusive of the needs of all children, particularly Aboriginal and Torres Strait Islander children.*

*Wattle Park Primary School takes into account and makes reasonable adjustments to accommodate the diversity of all children including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, children who are vulnerable; students in out of home care, LGBTI students and international students.*

### Purpose

The purpose of this policy is to explain Wattle 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. Wattle Park 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 Wattle Park 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).

This policy applies to the recruitment, screening, supervision and management of all people who volunteer at our school.

## Inclusion and diversity

Wattle 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.

Wattle Park 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 Wattle Park 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.

Wattle Park Primary School will:

- actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities 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
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Wattle Park Primary School runs the [Respectful Relationships Program](#) as well as a Buddies Program both of which actively promote inclusion and diversity across the school.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Wattle Park Primary School. We will take appropriate measures, consistent with our [Student Engagement and Wellbeing](#) 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. Wattle Park Primary utilises the [Restorative Practice](#) model when addressing inappropriate behaviour by students. This is a strategy that seeks to repair relationships that have been damaged, including those damaged through bullying. It does this by bringing about a sense of remorse and restorative action on the part of the offender and forgiveness by the victim.

## Reasonable adjustments for students with disabilities

Wattle Park 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 Engagement and Wellbeing Policy](#) or contact the Wattle Park School office for further information.

## Related policies and resource

[WPPS Child Safe](#)

[WPPS Statement of Engagement and Wellbeing Policy](#)

[WPPS Student Integration Policy](#)

[WPPS 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 Department's Policy and Advisory Library are:

[Koorie Education](#)

[Teaching Aboriginal and Torres Strait Islander Culture](#)

[Program for Students with Disabilities](#)

[Safe Schools](#)

[Supports and Services](#)

[Students with Disability](#)

## **Review**

This policy was updated 2021 and is due for review in 2024