



INCLUSION AND DIVERSITY POLICY

PURPOSE

The purpose of this policy is explain Hastings 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. Hastings Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

POLICY

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.

Inclusion and diversity

Hastings 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.

Hastings 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.

Hastings 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, intervention programs, access to para-professionals; OT, Speech Psychologist) 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.

Hastings Primary School is committed to safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.

Hastings Primary School has zero tolerance for child abuse.

Hastings Primary School is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved in Hastings Primary School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

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.

Hastings Primary School will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *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.

Hastings 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 Principal on 59791517 for further information.

RELATED POLICIES AND RESOURCES

[HPS Student Engagement and Inclusion Policy](#) provides information on student engagement, wellbeing and bullying and states HPS Values

[Student Well Being and Code of Conduct](#) documents a statement of values alongside the student code of conduct

[HPS ICT & Mobile Phone Policy](#) documents cyberbullying

[Duty of Care Policy](#) supports student inclusion and wellbeing

[Mandatory Reporting](#) Policy ensures all students are supported in their safety and wellbeing

- 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](#)
 - [Student Wellbeing and Engagement](#)
 - [Statement of Values- Child safe standards 2017](#)
 - [Bullying Policy](#)

REVIEW PERIOD

This policy was last updated on September 2018 and is scheduled for review in September 2022