

---

*Policy: Inclusion and Diversity Policy*

*School: Benalla P-12 College*

*Section: General 1.13*

*Version: One*

---

## **Inclusion and Diversity Policy**

### **PURPOSE**

The purpose of this policy is explain Benalla P-12 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. Benalla P-12 College 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.

### **Inclusion and diversity**

Benalla P-12 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 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.

Benalla P-12 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.

Benalla P-12 College 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., school sports, concerts, subject selection, formals) 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.
- Ensure appropriate professional development be made available to staff and where possible to the school community.

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 inform their teachers, parents or carers about those behaviours to ensure that inappropriate behaviour can be addressed.

Benalla P-12 College will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Anti-Bullying and Harassment* policies to respond to discriminatory behaviour or harassment at our school.

Benalla P-12 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. Students with disabilities or special needs, will be provided with opportunities to access all courses. 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.

## **RELATED POLICIES AND RESOURCES**

Further information can be found on the Department of Education and Training website [www.education.vic.au](http://www.education.vic.au)

- Inclusive Education
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

### **Basis for discretion:**

The basis for discretion lies with the Principal as an operational matter.

**Date ratified by Benalla P-12 College Council: 25 March, 2019**

**Recommended date for review: March, 2021**

|   |                        |
|---|------------------------|
| <b>Date Implemented:</b>                | <b>September, 2016</b> |
| <b>Version One amended and updated:</b> | <b>March, 2019</b>     |