



St Kilda Primary School Inclusion and Diversity Policy

PURPOSE

The purpose of this policy is explain St Kilda 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. St Kilda 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, language, religious beliefs, disability, sex, sexual orientation, gender identity etc.

Inclusion and diversity

St Kilda 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 so that they can participate, achieve and thrive at school.

St Kilda 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.

St Kilda 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) 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
- conduct a Literacy Intervention program, to enable students to develop the skills they need to thrive in the regular classroom
- raise awareness of particular conditons which affect our students – Prader Willi Syndrome, Rett Syndrome and CHARGE Syndrome but holding annual school events

- ensure staff are well informed (professional learning) and supported in managing students with special conditions/needs
- regular Student Support Group and Case Planning meetings are conducted to support PSD, OoHC and students with specific needs
- connect with external support agencies (Launch – Educational Pathways Program and Housing, PCYC, SouthPort UnitingCare BoLT/CoLT, CHAMPS, SKiPS, CYMHS, CPEC, LOOKOUT, VACCA, speech, OT and physio therapists, SHINE, St Kilda Mums, Space2b, etc.) to ensure the needs of students are met to enable them to have the most productive and fulfilling school life
- implement a Quality Beginning Program at the commencement of each school year where there is a focus on the importance of respectful relationships. This is also incorporated in curriculum programs where inclusiveness and respectfulness of all cultures is addressed, eg The Kindness Project and the Year 5/6 Leadership Programs
- acknowledge and celebrate the cultural background of our students and families

St Kilda Primary School is committed to the safety and wellbeing of students. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and enables them to thrive in their learning and development.

Everyone deserves to be treated with respect and dignity while keeping child safety paramount. We ensure that the students at our school feel empowered and have every opportunity to have their voice heard in decisions that affect their lives. Particular attention is paid to the cultural safety of Aboriginal students and students from culturally and/or linguistically diverse backgrounds, as well as the safety of students with a disability. The Integrated Welfare Program led by Welfare Team (Child Safe Leader, Leading Teacher, Welfare Officer and DE&T educational psychologist) working in conjunction with all staff and extensive external support agencies, supports all students, especially the most vulnerable.

The SKPS community is a diverse and eclectic community and respect is given to the cultural diversity of child rearing practices while keeping child safety paramount.

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.

St Kilda 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.

St Kilda 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 Sue Higgins on 9534 3993 for further information.

MORE INFORMATION AND RESOURCES

- SKPS Student Wellbeing and Engagement
- Statement of Values and School Philosophy
- Bullying Prevention Policy
- 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](#)
 - [Equal Opportunity and Anti-Discrimination Policy](#)

REVIEW PERIOD

This policy was last updated in May 2019 and is scheduled for review May 2023