

Policies

Diversity and Inclusion Policy

Status: **Draft** August 2016
Education Sub-Committee

Rationale

A diverse and inclusive learning environment promotes recognition and respect for the values of human differences and creates an environment within which everyone can reach their potential.

Rolling Hills Primary School [RHPS] promotes equal opportunities for success in all aspects of schooling. A supportive school community emerges from the interaction of a shared set of beliefs, attitudes and actions. It is a place of learning for all in which everything that happens contributes to the intellectual, social and emotional growth of all its learners. RHPS recognises and embraces a diverse Australian population. We acknowledge that our own school community – students, teachers, other staff, families and the wider community –encompasses a broad range of diversity and we ensure that our curriculum and extra-curricular programs support and celebrate that diversity.

We acknowledge community and elders, past and present of the Wurrunjeri people of the Kulin Nation, the traditional owners of the land on which Rolling Hills Primary School is situated.

Aims:

- To provide successful outcomes in spiritual, intellectual, social and emotional growth for all students as lifelong learners across all years of primary schooling.
- To build a school **culture** that reflects care, concern and respect for diversity in line with our school values of Responsibility, Honesty, Pride and Support.
- To ensure that our curriculum and extra curriculum programs are respectful and supportive of this diversity, in line with our Tribes Agreements of Mutual Respect, Safety, Attentive Listening, Right to Participate, Appreciation and Personal Best..
- To ensure that we have a flexible and adaptive approach to all of our work, so that we can embrace new areas of diversity that may arise in our school community.
- To ensure all students are provided with equal opportunities to reach their potential, irrespective of sex, gender, ability, health, economical status, background or faith.

Guidelines:

RHPS will recognise and respect the rights and needs of every child. This is achieved by providing equitable access to the curriculum and working towards meeting the educational and social needs of all students.

RHPS will follow the guidelines set out by The Victorian Charter of Human Rights and Responsibilities: <http://www.education.vic.gov.au/school/principals/management/Pages/multirightchart.aspx>

This policy is to be read in conjunction with the RHPS Program for Student Disabilities [Integration] Policy.

Our school culture and climate includes:

- Policies and programs for students and parents that reflect the community's diverse needs
- An understanding that student diversity develops through a range of physical, intellectual, social and emotional factors affecting the child and their family.

Implementation:

- The school acknowledges significant events from a variety of cultural, religious and other backgrounds via assemblies, newsletter and school activities.
- Individual children's needs, attitudes and willingness to be identified or not identified with any group are taken into account. Families are encouraged to inform the school of any culturally sensitive issues.
- School programs will cater to diverse cultural and other views and, where possible, students from differing backgrounds are given the opportunity to present information on their cultures and values.
- The school ensures that communication strategies are inclusive and accessible to all families: for example, multiple documentation for students with more than one home.
- RHPS works to ensure all students receive equal respect and equal opportunities to succeed.
- Learning and teaching programs are inclusive and enhance the capacity of children with diverse needs to participate in all aspects of schooling.

- The curriculum includes the development of personal, social and emotional skills that support a diverse community and respect of individual difference.
- Inclusive and non-sexist language is used within the school, and gender based segregation will generally be avoided. Any segregation on the basis of gender (e.g. for sports teams) will respect the child's gender identity.
- RHPS supports the right of each child to dress in accordance with their gender identity. The student dress code provides all students with safe and comfortable uniforms with unisex options.
- RHPS acts on any identified incidents of discrimination, harassment or bullying, including genderbased bullying.
- This policy is to be read in conjunction with the Child Safety, Program for Student Disabilities and Student Wellbeing and Engagement policies of the school.

Evaluation

This policy shall be reviewed annually with a major review undertaken every 3 years by the Education Sub-Committee of School Council.

References:

- <http://www.education.vic.gov.au/school/principals/spag/curriculum/pages/multicultural.aspx>
- <http://www.education.vic.gov.au/school/principals/spag/management/Pages/humanrights.aspx>
- <http://www.humanrightscommission.vic.gov.au/>
- http://www.legislation.vic.gov.au/Domino/Web_Notes/LDMS/PubLawToday.nsf/95c43dd4eac71a68ca256dde00056e7b/1da73fde950d075fca257712007e5a46!OpenDocument
- http://www.education.vic.gov.au/hrweb/workm/Pages/Human_Rights.aspx
- <http://www.elearn.com.au/deecd/humanrights/>
- <http://www.education.vic.gov.au/school/principals/management/Pages/multirightchart.aspx>