



EQUAL OPPORTUNITY, INCLUSION & DIVERSITY POLICY

Policy Statement:

Colac Primary School is committed to making sure every member of our community, regardless of their background or personal attributes, is treated with respect and dignity.

Aim:

To provide a safe, inclusive and supportive school environment for all students and members of our school community.

Implementation:

Colac 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 by:

- Acknowledge and celebrating the diversity of backgrounds and experiences in our school community
- Behaviours, language or practices that label, stereotype or demean others will not be tolerated
- Treating all students and members of our school community with respect and dignity
- Students will not be discriminated against and where necessary, are accommodated to participate in education and all school activities on the same basis as their peers
- Acknowledge and responding to the diverse needs, identifies and strengths of all students
- Encouraging empathy and fairness towards others
- Challenging stereotypes that promote prejudicial and biased behaviours and practices
- Contributing to positive learning, engagement and wellbeing outcomes for students.

Bullying, harassment and other forms of inappropriate behaviours targeting individuals because of their personal attributes will not be tolerated in our school community. Students who may have experienced or witnessed their type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about these behaviours to ensure that inappropriate behaviours can be addressed.

Colac Primary School will take appropriate measures, consistent with its *Students Engagement and Inclusion and bullying policies* to respond to discriminatory behaviour or harassment at our school. Colac Primary School 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.

REVIEW CYCLE AND EVALUATION

This policy was last updated on 3rd June, 2020 and is scheduled for review in 12 months.