

Caulfield South Primary School

C.S.P.S.

Inclusion and Diversity Policy

(includes Equal Opportunity and Sexual Harassment)

Purpose:

The purpose of this policy is to explain Caulfield South's (C.S.P.S.'s) commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. The policy also outlines the rights and responsibilities of all members of the school community, related to the provision and fostering of a safe, inclusive and supportive school environment in which the human rights of all students and staff are valued and respected.

As an International Baccalaureate (IB) World School, this policy also seeks to articulate the school's vision for implementing an inclusive IB education for all students.

For C.S.P.S. staff, this policy should be read alongside the Department of Education and Training's [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at C.S.P.S.

Aim:

To support C.S.P.S. in providing a safe, inclusive, anti-racist and supportive school environment for all students and members of our school community. Our objective is to educate our students on topics to do with discrimination, racism, and other cultures so they may become informed, empathetic and upstanding citizens.

Further to this, C.S.P.S aims to support inclusive educational practices that support student learning and participation in the IB Primary Years Program (PYP).

Policy Definitions

Antisemitism: Antisemitism is a certain perception of Jews, which may be expressed as hatred towards Jews. Rhetorical and physical manifestation of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

Attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Unlawful discrimination: Direct or indirect discrimination

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

Inclusion and diversity

C.S.P.S. 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.

C.S.P.S. 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. At C.S.P.S. we value the human rights of every student and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

At C.S.P.S. we acknowledge and recognise the Boon Wurrung, Bunurong and peoples of the Kulin Nations as traditional custodians of the land on which our school stands. We are committed to ensuring our school maintains a strong focus on Australian Aboriginal and Torres Strait Islander (ATSI) curriculum and understandings. We also commit to ensuring our students are educated on matters concerning discrimination, cultural backgrounds and racism.

C.S.P.S. will:

- actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, camps, incursions and excursions 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.

C.S.P.S. will take appropriate measures, consistent with its *Student Wellbeing and Engagement and Safe and Respectful Schools* policies to respond to discriminatory behaviour or harassment at our school.

- ¹ Special educational needs within the International Baccalaureate programmes, pg 3

As a restorative school, issues relating to bullying and harassment will be handled in a manner that supports the development of empathy, supports the repair of damage done to relationships and outlines future plans for support and guidance.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at C.S.P.S.

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.

Reasonable adjustments for students with disabilities

C.S.P.S. understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities 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 contact the Assistant Principal for further information.

Our school may consult through Student Support Group processes and in other less formal ways.

For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please refer to our school website and policies or contact the Assistant Principal for further information.

Inclusivity in the International Baccalaureate Primary Years Programme at Caulfield South Primary

Caulfield South Primary School implements a range of practices to support the fullest possible participation in the PYP. The aim of all IB programmes is to develop internationally minded people who, recognising their common humanity and shared guardianship of the planet, help to create a better and more peaceful world. The IB PYP is accessible to all students who attend C.S.P.S.

The School Leadership team, working with the teachers, educational support staff, students and school community, ensure that processes to remove barriers to learning are in place. This is a shared responsibility in our school, where all members of the school community have rights and responsibilities, as follows:

School Leadership

- Implement an Inclusion and Diversity policy
- Ensure that school communications reflect the inclusive nature of the school
- Provide leadership in removing barriers that affect inclusion.
- Allocate resources and support to support inclusion
- Provide access to Professional learning that supports the community to develop understanding and awareness of issues impacting inclusion.
- Ensure inclusive arrangements and reasonable adjustments for learning and assessment
- Support flexible school routines and transition arrangements
- Reflect on and develop strategies to increase access and participation in the school.

Teachers

- Ensure learning is student centred, personalised, differentiated and which recognises that students are individuals
- Ensure that the learning environment is inclusive with reasonable adjustments made to support participation in learning
- Model inclusive behaviour, language and attitudes using such resources as the IB Learner Profile and Respectful Relationships
- Support the class development of an Essential Agreement, outlining the common behavioural expectations that students agree to adhere to.
- Encourage student support from families and carers through regular communications, pastoral care meetings, digital portfolio posts and discussions with parents.

Educational Support Staff

- Liase with teachers, families and carers to develop and review strategies that support participation in learning and inclusion.
- Model inclusive behaviour, language and attitudes

Students

- Take responsibility for their learning at a developmentally appropriate level
- Contribute to and follow the class Essential Agreement

School Community

- Help to contribute to an inclusive school community that supports student outcomes
- Discuss issues that impact inclusion with teachers, school staff and their children.

Related Policies

Links to school policies can be found at <https://caulfieldsthps.education.vic.edu.au/>

- *Student Wellbeing and Engagement*
- Safe and Respectful Schools
- *Statement of Values*
- *Bullying Prevention* policies

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school.

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

- <https://www.education.vic.gov.au/about/programs/bullystoppers/Pages/racistbullying.aspx>

Evaluation

This policy will be reviewed as part of a 3 year cycle.

Ratified by School Council: 25.5.22

Date of Last review: May 2022