INCLUSION AND DIVERSITY POLICY

PURPOSE

The purpose of this policy is explain Don Valley 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. Don Valley 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, disability, sex, sexual orientation, gender identity, religion etc.

Inclusion and diversity

Don Valley PS 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.

Don Valley PS 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.

Don Valley PS 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, camps and excursions) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students
- celebrate the diverse backgrounds of members of our school community and teach multicultural education, including Aboriginal History, to promote mutual respect and social cohesion.
- Koorie students are supported to engage fully in their education, in a positive learning environment that understands and appreciates the strength of Aboriginal and Torres Strait Islander culture. IEPs and SSG meetings for all Koori students and engagement with the Koori Engagement Support Officer, programs and initiatives including the Marrung Initiative and school Marrung leadership.
- we provide a positive and respectful learning environment for our students who identify as LGBTIQ+ and follow the Department's policy on LGBTIQ + students
- intervening early to identify/respond to student needs for academic, social or emotional support. A commitment to providing individualised and small group support and programs

to meet student needs. This includes providing support through intervention programs, IEPs, Mental Health Program and Student Wellbeing support.
- 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.

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.

Don Valley PS 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.

Don Valley PS 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 our principal, Lesley Gunther for further information.

RELATED POLICIES AND RESOURCES

- 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

REVIEW PERIOD

This policy was last updated on June 2026 and is scheduled for review in June 2029.