



# DIVERSITY

## POLICY

### **Rationale:**

Diversity and inclusion enriches our school community. In order for our school to truly reflect the needs and aspirations of our students and their families, we aim to ensure that all aspects which represent our diverse community are recognised, catered for, celebrated, valued and used as learning opportunities as appropriate

### **Aims:**

To develop a school ethos that reflects, responds to and values diversity and inclusion.

### **Implementation:**

- Our school curriculum, leadership and management practices promote, respect, value and affirm principles of diversity and inclusion
- Our school will not discriminate against any staff, students or families, and always protect their rights to freedom of thought, conscience, religion, beliefs and cultural rights
- We will ensure that learning experiences recognise value and build on students' backgrounds and experiences.
- Our school code of conduct, discipline policy and dress code, and our School Strategic Plan will all acknowledge and cater for our diversity.
- Our school will ensure that all groups who may be affected by decision making outcomes are consulted, may be represented as members of decision making bodies. Their input will be treated fairly, and decision making processes and outcomes will be meritorious and non-discriminatory.
- All staff will aim to participate in professional development relating to diversity and inclusion. All staff will model inclusive behaviour, and report to the principal any behaviour that appears racist, discriminatory, prejudiced or biased.
- Essential notices, student reports, permission forms etc will be provided in languages consistent with the needs of community members. Interpreters will be arranged where required.
- The school environment, for staff, students and families will be free from discrimination, harassment, vilification or victimisation
- Our school will act in a way to protect human rights by promoting freedom, equality, respect and dignity for all, and emphasising the value of difference.

### **Evaluation:**

This policy was originally formed, and will be reviewed in consultation with all members of the wider community (all staff, parents, students, and interested members of the community) as part of the school's Strategic Planning and Review cycle.

This policy was last ratified by School Council in....

**November 2015**