

# Yarra Junction Primary School

School Number: 3216



## INCLUSION & DIVERSITY POLICY

**Acting Principal: Lisa Rankin**

**School Council President: Jason Rush**

<b>Date Reviewed</b>	07/02/2022
<b>Reviewer</b>	Lisa Rankin
<b>Sighted by School Council President – Jason Rush</b>	<i>Jason Rush 16<sup>th</sup> February 2022</i>
<b>Approved by Principal Lisa Rankin</b>	<i>Lisa Rankin 16<sup>th</sup> February 2022</i>
<b>Responsible for Review</b>	Glenda Jewell
<b>Review Date</b>	07/02/2026



### Help for non-English speakers

If you need help to understand the information in this policy please contact [insert school contact details].

## PURPOSE

The purpose of this policy is to explain Yarra Junction Primary School commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. This policy should be read alongside the following Department of Education and Training policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [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 Yarra Junction Primary School

## POLICY

### Definitions

*Personal 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.

*Disability harassment:* an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

*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

Yarra Junction Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Yarra Junction 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.

Yarra Junction primary School 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 Yarra Junction Primary School, 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.

Yarra Junction Primary School 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 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.

Our school commitment to RRRR is evident through a variety of areas within our school community. Our school values of 'Respect, Resilience, High Expectations and Collaboration' directly link to the beliefs of the RRRR approach. All YJPS staff are committed to prioritising the Respectful Relationships programs within our classrooms, with lessons implemented weekly or fortnightly. With the support of the School Council, Respectful Relationship Co-ordinators and Leadership staff; YJPS demonstrates a commitment to gender equality.

Our school Leadership to RRRR focuses on supporting staff; both teaching and educational support officers, as well as parents and students to engage in a well-structured Respectful Relationship curriculum. We believe that Respectful Relationships is a whole-school approach that raises awareness of RRRR. Our Leadership team will provide regular reviews to policies and procedures to ensure our Respectful Relationship program is closely monitored to ensure positive equality, gender and violence outcomes.

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 Yarra Junction Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying Prevention* policies to respond to students who demonstrate these behaviours at our school.

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**

Yarra Junction primary School also 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. 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's *Student Wellbeing and Engagement* policy or contact Glenda Jewell Wellbeing/Disabilities/Inclusion Coordinator on 0359 671544 for further information.

### **OUT OF HOME CARE**

Out-of-home care includes both statutory and informal out-of-home care.

Yarra Junction Primary School is committed in meeting the defined obligations under the Partnering Agreement for all students in statutory out-of-home care. These obligations aim to support the educational achievement of every child and young person in statutory out-of-home care

### **KOORIE STUDENTS**

Consistent with the principle of self-determination, Marrung: Aboriginal Education Plan 2016 – 2026 (Marrung) was developed in partnership with the Victorian Aboriginal Education Association Incorporated (VAEAI). Strong partnerships with the Koorie community will be the foundation for achieving outcomes for Koorie students in Victoria.

Yarra Junction Primary School's commitment to providing quality and meaningful education to Koorie Students, where Koorie students engage fully in their schooling years. In addition, we are committed to providing all our students with the opportunity to engage with Australian Indigenous studies through a specialist subject; Community Studies. This unit of learning is based upon the Victorian Curriculum standards of History, Geography and Science (environmental) with links to Australian Indigenous culture, traditions, beliefs and history

### **INDIVIDUAL LEARNING PLANS (IEP)**

At Yarra Junction Primary School, it is mandatory for the following groups of students to have an Individual learning Plan to support their educational and social/emotional outcomes so they can reach their full potential:

- Students with Disabilities
- Out of home care Students
- Koorie Students

## COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website (or insert other online parent/carer/student communication method)
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Reminders in our school newsletter
- Hard copy available from school administration upon request

## RELATED POLICIES AND RESOURCES

- *Student Wellbeing and Engagement, Statement of Values*
- *Bullying Prevention*

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.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

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

## POLICY REVIEW AND APPROVAL

Policy last reviewed	07/02/2022
Approved by	Principal & School Council
Next scheduled review date	07/02/2026