



Purpose

Watsonia North Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

The purpose of this policy is to outline Watsonia North 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.

Implementation

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

Watsonia North Primary School is committed to creating a school community where all members 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.

Watsonia North 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.

Watsonia North Primary School 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 educational and all school activities (eg schools sports, concerts, camps, 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.

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.

Our school will take appropriate measures, consistent with its *Student Engagement and Inclusion* and *Positive Behaviours and Anti-Bullying* policies to respond to discriminatory behaviour or harassment at our school.

Implementation *(continued)*

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.

Watsonia North Primary School 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.

Further Information and Resources

WNPS Statement of Values and School Philosophy
WNPS Positive Relationships and Anti-Bullying Policy
WNPS Student Engagement & Inclusion Policy
WNPS Digital Technologies Policy

Evaluation and Review

Evaluation of the *Inclusion and Diversity Policy* will occur every four years as stipulated in the *Watsonia North PS Policy Review Cycle* document.

This policy last updated on 11 September 2018 and is scheduled for review in 2022.