



INCLUSION AND DIVERSITY POLICY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the school.

PURPOSE

The purpose of this policy is to explain Keelonith 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. 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 Keelonith Primary School

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).

SCOPE

This policy applies to all school activities, including camps and excursions.

COMMUNICATION

Students will be informed of relevant aspects of this policy at the commencement of each school year, and content will be part of the regular school curriculum.

Parents will be provided with a copy of this policy on enrolment and the policy will be available on the school website. Newsletter items throughout the year will refer to aspects of the policy as deemed necessary.

Staff will be referred to this policy during induction and at the start of each school year. A copy of this policy will be available on the COMPASS Student Management System for staff access.

CRTs, volunteers, and contractors will be provided with a copy of this policy on induction.

Following review and any changes to this policy, all those with a vested interest will be informed through appropriate avenues such as the newsletter, COMPASS Student Management System, staff forums and class activities.

POLICY

At Keelonith Primary School we are committed to providing a safe, respectful and inclusive learning environment for every student. Our motto, 'Learning without limits' clearly conveys our focus on enabling every learner to reach their potential. We strongly believe that everyone has the right to learn, excel and find joy in a safe, accessible and stimulating learning environment in which passion is sparked through authentic experiences, nature, play and inquiry.

Our school is located in a rapidly developing greenfield housing estate. A significant proportion of the community is made up of recent migrants to Australia. Data from Hume City Council identifies that as of the last census, while the main two ancestral backgrounds are described as English and Australian, the main cultural backgrounds are Indian, Italian, Turkish, Assyrian, Sri Lankan, Iraqi and Samoan. One of the main strengths of the community is its aspiration and valuing of education. Many of the families who make up the community, come from cultural backgrounds where education is highly valued.

We value the human rights of all students and through our school values of **Compassion, Honesty, Equity, Encouragement and Respect** we CHEER for everyone. These values are explicitly taught and underpin all that we do. We strive to provide a nurturing and challenging environment that empowers all students to learn without barriers or limits, which supports each individual's journey to becoming curious, creative, collaborative, confident and resilient learners. Learners who take responsibility for their learning, make sense of, and find their place, purpose and joy in an ever-evolving world.

At Keelonith Primary School we acknowledge 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. We take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

As a Supported Inclusion School, we provide an inclusive education for a significant cohort of students with disabilities within a mainstream school setting. Up to 10% of our enrolled students may have an intellectual disability. Our school has been built following universal design principles ensuring that there are no barriers to the learning accessibility for our children and their families.

We are 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.

At Keelonith Primary School we:

- actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly)
- provide reasonable adjustments, where necessary, to accommodate individual needs and allow children with disabilities 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.

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 Keelonith Primary School. We will take appropriate measures, consistent with our Student Wellbeing and Engagement and Bullying 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.

RELATED POLICIES AND RESOURCE

Student Engagement and Wellbeing Policy

Bullying Prevention Policy

Child Safe Policy

Camps and Excursions Policy

Complaints Policy

Child Safety Code of Conduct

Reasonable Adjustments Policy

RELATED DEPARTMENT POLICIES AND RESOURCES

[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](#)

[Equal Opportunity and Anti-Discrimination Policy,](#)

[Sexual Harassment Policy](#) and

[Workplace Bullying Policy](#)

REVIEW

Department guidelines mandate that this policy is updated every three to four years.

Reviewed by Principal June 2025

Next Review before June 2029

This policy will also be updated in extenuating circumstances.