

# INCLUSION & DIVERSITY POLICY

## PURPOSE

Swan Hill College's commitment, is to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Swan Hill College 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: culture, disability, sex, sexual orientation, gender identity, religion etc.

### Inclusion and diversity

Swan Hill College 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, culture, disability or sexual orientation so that they can participate, achieve and thrive at school.

Swan Hill College 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.

Swan Hill College 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 (e.g. school sports, concerts, formals, camps, productions, excursions, etc.) 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.

Swan Hill College has embedded a School Wide Positive Behaviour Support (PBS) Plan to provide a positive school climate, and to create a supportive environment for personal, social, emotional, spiritual, and academic growth for students and staff. It is an instrument to enable the aims and values of our school to be reached, especially the goal of student achievement.

Swan Hill College is a Safe School and is committed to fostering a safe environment that is supportive and inclusive of LGBTI students.

Swan Hill College works closely with our Koori families and community to ensure our practices are inclusive a culturally sensitive.

Swan Hill College is inclusive to recognise the diverse range of cultural groups within the community and work with them to ensure the College is inclusive.

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.

Swan Hill College will take appropriate measures, consistent with its *School Wide Positive Behaviours Support Plan* and *Anti Bullying Policy* 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.

Swan Hill College 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 contact The Wellbeing Manager.

## RELATED POLICIES AND RESOURCES

[Anti-Bullying Policy](#)

[PBS Handbook](#)

- School Policy and Advisory Guide:
  - [Inclusive Education](#)
  - [Koori Education](#)
  - [Teaching Aboriginal and Torres Strait Islander Culture](#)
  - [Safe Schools](#)
  - [Supports and Services](#)
  - [Program for Students with Disabilities](#)