



**EYNESBURY**  
**PRIMARY SCHOOL**

# **Diversity and Inclusion Policy**

2022-2026



# DIVERSITY AND INCLUSION POLICY

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## PURPOSE

The purpose of this policy is to:

- Explain Eynesbury 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
- Provide clear guidelines to all stakeholders by defining appropriate practices in the context of the International Baccalaureate Primary Years Programme.

## 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).

## POLICY

Eynesbury Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. Eynesbury Primary School is committed to creating a school community where all members of 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.

Eynesbury Primary School acknowledges and celebrates the diversity of all of the backgrounds and experiences in our school community, and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Eynesbury 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.

Eynesbury 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,
- Ensure essential school facilities are accessible to all members of the school community,
- Ensure other school facilities are accessible to all members of the school community or adjustments and modifications can be made to programmes and events where access is not possible

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 Eynesbury Primary School. We will take appropriate measures, consistent with our Student Engagement and Wellbeing Policy 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**

Eynesbury 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.

### **Support**

At Eynesbury Primary School, we have a designated Student Wellbeing Coordinator who works with teachers, support services, parents or guardians and students to ensure appropriate access arrangements are in place for all.

The school understands its legal obligation to make reasonable adjustments to accommodate students with disabilities. Individual Education Plans (IEPs) and Behaviour Support Plans (BSPs) may be written to clarify support being provided to students with Tier two and three needs, in order to access learning effectively, build on strengths and manage challenges.

### **Responsibilities for inclusion**

#### **School Leadership Team**

- Provide resources and support to ensure practices are in place to remove barriers to learning for all members of the school community

#### **Teaching Staff**

- Ensure student needs are met and supported from planning through to instruction and assessment
- Make necessary adjustments and modifications to ensure access to learning

#### **Parents and Guardians**

- Play a key role in actively supporting inclusion and diversity as part of respectful interactions with staff, students and the wider school community

## **Students**

- Follow inclusive practices in their day-to-day interactions with each other

## **School Community**

- Conduct themselves in a way that is respectful of the personal and cultural identities of others

## **FURTHER INFORMATION AND RESOURCES**

This policy should be read in conjunction with the following Department policies and guidelines:

- 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.

The following school policies are also relevant to this Diversity and Inclusion Policy:

- Student Engagement and Wellbeing Policy
- Child Safety and Wellbeing Policy

**Date:** 11/08/22

**Date for review:** 1/08/26