Inclusion and Diversity Policy

Purpose

The purpose of this policy is to explain Wangala 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 – Employees, Sexual Harassment – Employees and Workplace Bullying) as these whole of Department policies apply to all staff at Wangala 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

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

Wangala 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.

Wangala 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 Wangala 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.

Wangala 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 (eg schools sports, concerts, camps, excursions and Hands On Learning 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.

Wangala Primary School staff undertake the 'Cultural Understanding and Sensitivity Training' and regularly update this knowledge. As a school proudly featuring a local Wadawurrung word in its title, the school is deeply committed to ensuring all students are aware of the first nations history and the diverse impact they have had on our land. This is reflected through the curriculum we deliver, and throughout our school including our logo, featuring a yarning circle, and the Wangala artwork telling the story of the school both past and present,, a collaboration with a local indigenous artist.

Wangala has a strong Wellbeing Curriculum with a positive behaviour matrix that outlines the expectations of behaviour for all members of the school community. The curriculum is also centered around the 'Rights, Resilience and Respectful Relationships' curriculum.

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 Wangala 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.

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.

Reasonable adjustments for students with disabilities

Wangala 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 contact our School Principal for further information.

Communication

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

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Discussed at student forums as appropriate
- Discussed at parent information nights/sessions as appropriate
- Hard copy available from school administration upon request

Further Information and Resources

- Wangala Primary School Student Wellbeing and Engagement Policy
- Wangala Primary School Statement of Values and School Philosophy Policy
- Wangala Primary School Bullying Prevention Policy

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
- Preventing and Addressing Racism in Schools
- Koorie Education
- LGBTQIA+ Student Support
- Students with Disability
- Disability Inclusion Funding and Support
- Disability Inclusion Profile
- Safe Schools
- Child Safe Standards

Policy Review and Approval

Policy last reviewed	DATE: 1st September 2025
Consultation	Consultation with School Council in recommended
Approved by	School Council
Next scheduled review date	DATE: October 2029 - noting that the recommended minimum review cycle for this policy is 3 to 4 years