



KVPS INCLUSION AND DIVERSITY POLICY 2020 **(includes Equal Opportunity and Sexual Harassment)**

PURPOSE:

The purpose of this policy is to explain **Kilberry Valley 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. Kilberry Valley Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For staff, this policy should be read alongside the Department of Education and Training's [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 Kilberry Valley Primary School.

POLICY:

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: humiliating comments or actions about a person's disability.

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

Kilberry Valley Primary School is situated in Hampton Park and had a student enrolment of approximately 613 in 2020 at Census. Our school community is enriched by the experiences and backgrounds of families representing 40 nationalities and 42 languages other than English spoken at home.

Of our student population 49% have an English as an Additional Language background adding to the multi-cultural component of our school community enriching many aspects of our school life.

Kilberry Valley Primary School promotes an inclusive environment. Our inclusive practices see staff working tirelessly to ensure that every student who enrolls at Kilberry Valley Primary School receives the best educational opportunities we can offer. In 2020, approximately 6.9% of the school population (39 students) received Program for Students with Disability Funding (PSD) and 11.09% of the school population had an identified impairment or disability.

Kilberry Valley 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.

Kilberry Valley 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 Kilberry Valley 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.

Kilberry Valley 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, graduations and productions) 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.

At Kilberry Valley Primary School, students and staff work together to promote a culture where everyone is treated with respect. The following programs (as outlined in our *Student Wellbeing and Engagement policy* are implemented at Kilberry Valley Primary School to encourage positive behaviour and inclusiveness:

- ✚ Whole school golden rules
- ✚ Whole School Behaviour Management process
- ✚ Respectful Relationships
- ✚ Bully Stopper
- ✚ Safe Schools
- ✚ Peer mediation
- ✚ Kids Hope
- ✚ Mindfulness

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 Kilberry Valley 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.

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. Social stories and other relevant literature will be used to help students understand inclusiveness. Disciplinary measures may be applied in some circumstances (See *Student Wellbeing and Engagement and Bullying Prevention* policy for further information).

Reasonable adjustments for students with disabilities

Kilberry Valley 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. Individual Education Plans will be implemented for students with disabilities. These plans will be made in

consultation with the Students Support Group and reviewed regularly. The SSSO (Student Support Service Officers) team will also be a point of contact for Kilberry Valley Primary School to assist with planning and implementing reasonable adjustments for individual students. For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please refer to our school's *Student Wellbeing and Engagement* policy or contact Leading Teacher – Wellbeing or Leading Teacher – Inclusion for further information.

FURTHER INFORMATION AND RESOURCES:

Student Wellbeing and Engagement, *Statement of Values* and *Bullying Prevention* policies

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:

- [✚ Students with Disability](#)
- [✚ Koorie Education](#)
- [✚ Teaching Aboriginal and Torres Strait Islander Culture](#)
- [✚ Safe Schools](#)
- [✚ Supports and Services](#)
- [✚ Program for Students with Disabilities](#)

EVALUATION:

This policy will be reviewed as part of the school's three-year review cycle, or more often if necessary due to changes in regulations or circumstances.

THIS POLICY IS AVAILABLE ON THE FOLLOWING PLATFORMS:

School website, policies folder on Sentral and Kilberry Valley Primary School Council Policy Records

Date Implemented	20/10/2020
Author	Wellbeing Team – LT Inclusion
Approved By	Kilberry Valley Primary School Council
Approval Authority (Signature & Date)	
Date Reviewed	14/10/2020
Responsible for Review	Wellbeing Team – LT Inclusion
Review Date	September 2023

FEEDBACK:

Kilberry Valley Primary School staff and parents/carers may provide feedback about this documents by emailing Kilberry.valley.ps@education.vic.gov.au