#

# THE LAKES SOUTH MORANG P-9 SCHOOL

# Inclusion and Diversity Policy

**Purpose**

The purpose of this policy is explain The Lakes South Morang P-9 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. The Lakes strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

**School Values**

The Lakes South Morang P- 9 School implements the School Wide Positive Behaviours framework. Through SWPBS, schools implement evidence-based approaches to managing student behaviour support issues at the local community level. With an emphasis on data-based decision-making, the framework is evaluated regularly and practices are adjusted to make sure the process is achieving effective results for schools.

The purpose of implementing School-Wide Positive Behaviour Support at The Lakes South Morang School is to:

Embed common language and behavioural expectations for the whole school community.

Provide a safe and orderly environment to enhance learning.

Use evidence based decision making using data.

Provide a common teaching base in the form of a behavioural matrix.

Embed a culture of positive behaviour through explicit teaching (as opposed to punishment).

The School operates on the core Values of **Learning**, **Teamwork**, **Leadership** and **Respect**.

**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: race, disability, sex, sexual orientation, gender identity, religion etc.

### **Inclusion and diversity**

The Lakes South Morang P-9 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.

The Lakes South Morang P-9 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.

The Lakes South Morang P-9 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 (eg schools sports, concerts, camps, Dance and Drama nights 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
* implement School Wide Positive Behaviour Support (SWPBS) program.

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.

The Lakes South Morang P-9 School will take appropriate measures, consistent with its *Student Wellbeing, Engagement* and Anti-*Bullying* policies to respond to discriminatory behaviour or harassment at our school.

The Lakes South Morang P-9 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 refer to our school’s *Student Wellbeing policy or Engagement* policy or contact The Lakes South Morang P-9 School for further information.

**Related policies AND RESOURCES**

* School Policy and Advisory Guide:
	+ [Inclusive Education](http://www.education.vic.gov.au/school/principals/spag/participation/Pages/studentswithdisability.aspx)
	+ [Koorie Education](http://www.education.vic.gov.au/school/principals/spag/curriculum/Pages/koorie.aspx)
	+ [Teaching Aboriginal and Torres Strait Islander Culture](http://www.education.vic.gov.au/school/teachers/teachingresources/multicultural/Pages/koorieculture.aspx)
	+ [Safe Schools](http://www.education.vic.gov.au/about/programs/health/Pages/safe-schools-coalition.aspx?Redirect=1#link8)
	+ [Supports and Services](http://www.education.vic.gov.au/school/parents/needs/Pages/supportservices.aspx)
	+ [Program for Students with Disabilities](http://www.education.vic.gov.au/school/teachers/learningneeds/Pages/psdhandbook.aspx)
* School Specific Policies:
	+ [Antidiscrimination Policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/anti_discrimination_policy.pdf)
	+ [Antiharassment policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/anti_harrasment_policy.pdf)
	+ [English as an Additional Language Policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/english_as_an_additional_lanuage_policy.pdf)
	+ [Student Engagement Policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/student_engagement_policy_.pdf)
	+ [Teaching and Learning Policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/teaching_and_learning_policy.pdf)
	+ [Equal Opportunity Policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/equal_opportunity_policy_.pdf)
	+ [Uniform Policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/uniform_policy_and_dress_code.pdf)
	+ [Student Anti-bullying Policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/student_anti_bullying_policy.pdf)
	+ [Student Wellbeing Policy](http://www.thelakes.edu.au/uploads/8/3/9/0/83901006/student_wellbeing_policy.pdf)

**Review period**

This policy will be ratified in [February 2019] and is scheduled for review in [November2020].

***The Lakes South Morang P-9 School Child Safety Statement:***

*To thrive, children need a safe and supportive environment at school, at home and in the broader community; no exceptions. At The Lakes South Morang P-9 School, we believe meeting the physical and emotional needs of our students is paramount in laying the foundations for a fulfilling future. We pledge to provide an environment that has zero tolerance to child abuse and will strive to work in partnership with our parents and community members to keep our students safe every day, in every way.*