



## INCLUSION & DIVERSITY POLICY

### 1. BACKGROUND & PURPOSE

The purpose of this policy is to demonstrate our school's commitment to ensuring every member of our school community is treated with dignity, regardless of their social, cultural or religious background, race or disability, gender identity or sexual orientation, or their personal characteristics or circumstances. Apollo Bay P-12 College will provide a safe, inclusive and supportive school environment for all students and members of our school community.

### 2. IMPLEMENTATION

Apollo Bay P-12 College is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect so that they can participate, achieve and thrive at school.

Apollo Bay P-12 College acknowledges and celebrates the diversity of backgrounds, identities and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others.

Our school 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 needed, are accommodated to participate in education and all school activities (e.g. sporting competitions, concerts, 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
- re-think language and challenge stereotypes that promote prejudicial and biased behaviours or practices, either subtly or overtly.
- contribute to positive learning, engagement and wellbeing outcomes for students
- celebrate diversity as a vibrant contributor to society.

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their background or personal attributes will not be tolerated in our school community. Students who may have experienced or witnessed this type of behaviour are encouraged to come forward to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can and will be addressed.

Apollo Bay P-12 College will take appropriate measures, consistent with its **Student Wellbeing and Engagement** and **Bullying Prevention** policies to respond to discriminatory behaviour or harassment at our school.

Our college also understands that it has an important 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/where appropriate, their treating practitioners. For more information about support available for students with disabilities, please speak directly with the College Principal.

All staff at Apollo Bay P-12 College will participate in Professional Learning relating to the Disability Standards for Education.

## RELATED POLICIES AND SUPPORT RESOURCES

The Department of Education and Training provides various supporting policies and resources as follows:

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

## 4. EVALUATION

This Policy will be reviewed as part of the College's ANNUAL review Cycle.

**DEFINITIONS: AS DETAILED IN SECTION 1**

**REFERENCES:**

**DATE RATIFIED:** Term 3 2018 28/08/18

**DATE FOR REVIEW:** Term 3 2019  
Updated: 30/07/19

Tiffany Holt  
**Principal**

Tamara Gorrie  
**College Council President**