



INCLUSION AND DIVERSITY POLICY

(includes Equal Opportunity and Sexual Harassment)

Ascot Vale West Primary School is located close to the Royal Melbourne Showgrounds and the Flemington Racecourse. The school serves about 200 families of diverse ethnic and socio-economic backgrounds and family structures. Based on the school's Student Family Occupation index, which takes into account parents' occupations, the school is in the low to mid-range. The proportion of students with English as a Second Language is high. The school enrolment is stable at present with enrolments of around 280 over the past few years.

The school community embraces and benefits greatly from its multicultural mix. Parents and the broader community are encouraged to be involved in the life of the school through training programs, information sessions and by participating in school programs or community events. Links with the broader community have been forged with neighbouring schools and the local community.

PURPOSE

The purpose of this policy is to explain Ascot Vale West Primary Schools' commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Ascot Vale West Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

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

Ascot Vale West 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.

Ascot Vale West 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.

Ascot Vale West Primary 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 necessary, are accommodated to participate in education and all school activities such as schools sports, concerts and all other school community events 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, biased behaviours and practices

- Contribute to positive learning, engagement and wellbeing outcomes for students

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.

Ascot Vale West Primary School will take appropriate measures, consistent with the Student *Wellbeing and Engagement* and *Bullying* policies to respond to discriminatory behaviour or harassment at our school which includes working restoratively with all parties to ensure they understand the impact of their behaviour and to restore their relationship.

Ascot Vale West Primary School 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 and Engagement* policy or contact the Assistant Principal or Primary Welfare Officer for further information.

RELATED POLICIES AND RESOURCES

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

REVIEW PERIOD

This policy was last updated March 2023 and is scheduled for review in March 2025.