

INTRODUCTION

All staff members of Bairnsdale Secondary College are responsible for supporting the safety, participation, wellbeing and empowerment of children. Our College values of 'Honour and Celebrate Diversity' and 'Respect for others' provide a strong foundation for this policy.

AIM

The purpose of this policy is to explain Bairnsdale Secondary College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with the greatest possible respect and dignity. Bairnsdale Secondary College strives to provide a safe, inclusive and supportive school environment where students and members of our school community feel valued and respected.

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, ethnicity, disability, sex, sexual orientation, gender identity or religion.

POLICY

Inclusion and Diversity

Bairnsdale Secondary College 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 background or personal attributes such as race, language, religious beliefs, gender, gender identity, disability or sexual orientation so that they can participate unhindered, to achieve and thrive at school.

Bairnsdale Secondary College 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. Bairnsdale Secondary College will:

- Ensure that all members of our school community are treated with respect and dignity regardless of their personal attributes
- Ensure that all members of our school community are not discriminated against and where necessary, are accommodated to participate in education and all school activities (school sports, camps, excursions, concerts, debutante balls, formals, Year 12 Graduation Night or in any school event) 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.
- Actively support any marginalised groups or individuals
- Proactively use equity strategies to promote confidence and wellbeing for students in need
- educate students both in pastoral classes and in other activities, using Respectful Relationships curriculum and other avenues, to further enhance the culture of inclusion in the school community

One of the College's values is to 'Honour and Celebrate Diversity'. The College community celebrates diversity in sex, sexual orientation, gender identity, religion, ethnicity, race, culture and appearance. We also celebrate diversity in minority groups such as Koorie, and in any personal attributes, characteristics and feelings that anyone may use to define who they believe themselves to be.

Bullying, harassment or any form of inappropriate behaviour that targets 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 not to be 'innocent bystanders', but to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Bairnsdale Secondary College will take appropriate measures, consistent with our *Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy* to respond to discriminatory behaviour or harassment at our school. An individual acting outside of College Values or policies will be supported with additional education, guided by the College's Values, policies and the student's point of need.

Bairnsdale Secondary College 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 College on 03 5150 4800 for further information.

RELATED DOCUMENTS / KEY REFERENCES

Bairnsdale secondary College Documents:

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

DET:

- School Policy and Advisory Guide:
 - Inclusion Education
 - Koorie Education
 - Teaching Aboriginal and Torres Strait Islander Culture
 - Safe Schools
 - Supports and Services
 - Program for Students with Disabilities