



Inclusion and Diversity Policy

Purpose

The purpose of this policy is to explain Rosanna Golf Links 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. Rosanna Golf Links Primary School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

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.

Implementation

Rosanna Golf Links 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.

Rosanna Golf Links 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.

Rosanna Golf Links 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 (e.g. schools sports, concerts, productions, music, 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
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students.

The Rosanna Golf Links Deaf Facility, established in 1996, is an example of our commitment to inclusion and diversity, as it provides children with support and access to programs that meet their individual needs and allows them to achieve educational success and independence within an inclusive setting.

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.

Rosanna Golf Links Primary School will take appropriate measures, consistent with its *Student Engagement and Wellbeing Policy* and *Bullying Prevention Policy* to respond to discriminatory behaviour or harassment at our school.

Rosanna Golf Links 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 (SSG) processes in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners.

To support our students with additional needs:

- For students that need it, an SSG meeting is held at least once per term, and actively engages the student and parent in the learning process. An Individual Learning Improvement Plan (ILIP) is drafted which helps identify a particular students' strengths, challenges and interests to form a learning profile, and discussed at the SSG meeting.
- Team Around the Learner (TAL) meetings are designed to assist students who need additional support and/or present with behavioural/social/emotional difficulties. The focus is on making sure the needs of the learner are met and sustained, so meetings are flexible and scheduled by the school on a needs-basis. A Management Plan may be written to support students by highlighting specific goals in individual areas of need.

For more information about support available for students with disabilities, please refer to the Department's Program for Students with Disabilities guidelines for more information via the link below:

<https://www.education.vic.gov.au/school/teachers/learningneeds/Pages/psdhandbook.aspx>

Review

This policy will be reviewed every Four years as part of the RGLPS review cycle.

Appendices

Rosanna Golf Links Primary School policies, including Student Engagement and Wellbeing and Bullying Prevention policies, can be found via the link: <http://www.rosanna-golflinks-ps.vic.edu.au/our-school/school-policies/>

School Policy and Advisory Guide:

- [Inclusive Education](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)