

NORTHERN BAY COLLEGE Inclusion and Diversity Policy

PURPOSE

The purpose of this policy is explain Northern Bay College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Northern Bay College 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

Northern Bay 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 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.

Northern Bay College acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that discriminate against others.

Northern Bay College 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 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.
- ◆ provide a variety of programs that will address the specific needs of students in relation to gender, additional learning needs, disabilities and impairments, giftedness and students from language backgrounds other than English
- ◆ will identify and cater for the different needs of particular cohorts of students when developing its curriculum plan.

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.

Northern Bay College will take appropriate measures, consistent with our *Student Engagement and Inclusion* and *Bullying Prevention* policies to respond to discriminatory behaviour or harassment at our school. Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.

Northern Bay 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 Engagement and Inclusion* policy or contact the Campus PSD Coordinator for further information.

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RELATED POLICIES AND RESOURCES

This policy should be read in conjunction with the following school policies:

- Student Engagement and Wellbeing Policy
- Bullying Prevention Policy
- Statement of Values
- School Policy and Advisory Guide:
 - [Inclusive Education](#)
 - [Koorie Education](#)
 - [Teaching Aboriginal and Torres Strait Islander Culture](#)
 - [Supports and Services](#)
 - [Program for Students with Disabilities](#)

REVIEW CYCLE AND EVALUATION

This policy will be reviewed ANNUALLY and was last updated July 2020 – Review Date July 2021

Document #	Committee Responsible	Review Date	Public Location
NBC029	College Wellbeing	July 2021	Website