



INCLUSION AND DIVERSITY POLICY



RATIONALE

Norwood Secondary College (NSC) is committed to ensuring that every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. NSC 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.

Aims:

- To create a school community where all members 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.
- To acknowledge and celebrate the diversity of backgrounds and experiences in our school community, not tolerating behaviours, language or practices that label, stereotype or demean others.

Implementation:

1. Norwood Secondary College will:
 - promote our College values of respect, responsibility, aspiration and resilience
 - ensure that all students and members of our school community are treated with respect and dignity
 - commit to the Respectful Relationships in Schools Program
 - ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (eg schools sports, concerts, camps and excursions/incursions, formals and all co-curricular) 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 all students
 - take opportunities to explore other cultures and celebrate diversity
 - provide Individual Learning Plans for students with specific learning needs, those with Koori/Indigenous backgrounds, students in Out of Home Care and others as required.

2. 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.
3. Norwood Secondary College will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Bullying* 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.
4. Norwood 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 Year Level Teams for further information.

Related Policies:

- Student Engagement Policy

Policy developed by: J Harris

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