

INCLUSION AND DIVERSITY POLICY

*The Currajong School takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures, and practices meet all **Child Safe Standards as specified in Ministerial Order No. 1359 (2022)***

PURPOSE

The purpose of this policy is to outline The Currajong School's commitment to ensuring every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. The Currajong School strives to provide a safe, inclusive, and supportive school environment for all students and members of our school community.

DEFINITION

Personal attribute – a feature of a person's background or personal characteristics that is protected by State or Commonwealth anti-discrimination legislation. For The Currajong School: race, disability, sex, sexual orientation, gender identity, religion etc.

POLICY

Inclusion and Diversity

The Currajong 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.

The Currajong 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.

The Currajong 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, camps 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; and
- 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. Any members of our community who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let The Currajong School Leadership team know about those behaviours to ensure that inappropriate behaviour can be addressed.

The Currajong School will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Bullying* policies to respond to discriminatory behaviour or harassment at our school. For The Currajong 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.

The Currajong School also understands that it has an obligation to make reasonable adjustments to accommodate all members of our school community with disabilities. A reasonable adjustment is a measure or action taken to assist all people to participate in their education, activities or workplace duties on the same basis as their peers. Reasonable adjustments will be made for anyone with disabilities, for our students specifically through our Student Support Group processes in consultation with the student, their parents/carers, their teachers and if appropriate, their treating practitioners. For more information about support available for students with disabilities and additional needs, please refer to our school's Principal class team for further information.

EVALUATION

This policy will be reviewed as per our three-year review cycle or more often if necessary due to changes in regulations or circumstances.

Approval date:	Approved by:	Next review:
October 2024	School Board	October 2027



The Currajong School acknowledges the traditional owners of this country throughout Australia and their continuing connection to land and community. We pay our respects to them and their cultures and to the Elders past, present and emerging.