



INCLUSION AND DIVERSITY POLICY

2018-2022

PURPOSE

The purpose of this policy is to demonstrate Cranbourne East Secondary 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. Cranbourne East Secondary College strives to provide a safe, inclusive and supportive school environment for all students and members of our school community in accordance with the Child Safe Standards.

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

Cranbourne East Secondary College is committed to creating 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.

Cranbourne East 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.

Cranbourne East Secondary 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, formals, production, camps, excursions and incursions) 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.

At Cranbourne East Secondary College, we share a common moral purpose: *“Giving every student every opportunity to exceed their potential by providing a high-quality pathway to success.”* We have high expectations for all students to learn and achieve personal growth and success. Engagement with the community and promotion of diversity are valued at Cranbourne East Secondary College. Our staff provide excellent learning environments that are safe, engaging and stimulating, and which promote individual wellbeing as an essential ingredient for achieving educational success.

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, wellbeing team, parents and carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Cranbourne East Secondary College will take appropriate measures, consistent with its *Student Engagement and Inclusion 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.

Cranbourne East 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 Engagement & Inclusion Policy* or contact the College Principal for further information.

RELATED POLICIES AND RESOURCES

Cranbourne East Secondary College values:

- Respect
- Growth
- Achievement
- Responsibility

Full details of Cranbourne East Secondary College Policies are located at <http://cesc.vic.edu.au/index.php/about/policies/cesc>.

School Policy and Advisory Guide:

- Inclusive Education
- Koorie Education
- Teaching Aboriginal and Torres Strait Islander Culture
- Safe Schools
- Supports and Services
- Program for Students with Disabilities