



DIVERSITY AND INCLUSION POLICY

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Authorised by:
Principal

Approved by School Council:
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Purpose:

The aim of this policy is to:

- Ensure equal treatment for all members of the community using our service.
- Promote respect and acceptance.
- Value individual ethnic, cultural, religious and linguistic backgrounds, race, gender, age, sexual preference and socio-economic backgrounds

Rationale:

Horsham College acknowledges everyone has a right to feel safe, accepted and included when engaging with the school.

This Diversity and Inclusion policy details Horsham College's commitment to diversity and inclusion and how we will achieve this. It details the strategies we will use to ensure we value and respect the diversity of our community and what we will do to create a school that is fair, accessible, flexible, inclusive and in which unlawful discrimination, bullying, harassment or victimisation are not tolerated.

Objectives:

Our objectives are to:

- be a school of choice for people from diverse backgrounds
- make diversity and inclusion a central part of our school
- support and empower our community to be able to do their best and be able to do this whilst retaining their individual characteristics
- ensure all students have equal access to opportunities available and are equitably rewarded and recognised for their achievements and efforts.

Diversity in this policy refers to all the characteristics that make individuals different from each other. It includes characteristics such as age, caring responsibilities, cultural diversity, disability, gender, indigeneity, sexual orientation, gender identity and religion. Diversity is about our commitment to equality and treating all individuals with fairness and respect.

Inclusion refers to the act of creating a school in which any individual or group feels welcomed, respected and valued to fully participate and contribute. Inclusive school environments incorporate new and different ways of thinking and interacting so all individuals, whether members of majority or minority groups feel accepted. From this perspective, diversity is seen as giving rise to different life experiences, knowledge, and insights, which can be used to generate alternative views about life and how people live.

Family requirements:

- Inform Horsham College on the enrolment form of the child's culture, religion, background, work and education needs
- Assist staff by offering information and answering questions regarding cultural identity and community
- Communicate to staff all information and concerns relating to their child's health

Staff requirements:

- Ensure their language and daily practice are inclusive and non-discriminatory
- Utilise families/guardians expertise with regard to the culture, religion, background, work and education that is shared in their household

Cultural and Religious Equity

Horsham College will:

- Endeavour to provide an environment where broad learning is experienced that allows children to discover differences and similarities
- Help children to feel pride, but not superiority, about their identity
- Encourage parent input into our programs, sharing culture, ethnic and religious identity and to participate on a level they feel comfortable
- Collect information from each family to meet individual family needs re ethnicity and home language
- Show respect for all cultures by using a variety of teaching resources that incorporate many differing cultures
- Continue to support Access Ministries and the Chaplaincy Committee to ensure School Chaplains are part of the Horsham College Staff

Gender Equity

Horsham College will:

- Ensure all students are given equal opportunities to engage in all experiences and interactions regardless of their gender
- Staff will monitor own interactions for bias and reflect regularly on the language used with students
- Use gender inclusive language
- Offer opportunities for both male and female family members to be equally involved within the programs
- Assist students to identify stereotypes and unfair treatment
- Staff will be positive role models
- Use a range of resource materials that are not examples of stereotypes
- Teach the Respectful Relationships curriculum
- Provide Family Violence training to staff

Diversity in Family Composition

Horsham College will:

- Create an environment that is welcoming to all families.
- Treat all families with respect regardless of socio-economic background.
- Use resources reflecting diversity in the family structure, including same sex, single parent, extended, nuclear, step and adopted families as well as different socio-economic backgrounds
- Provide appropriate categories on College paperwork
- Provide Individual Education Plans and for all students living in Out of Home Care
- Provide Student Support Groups for all students living in Out of Home Care
- Collaborate with agencies such as Uniting Wimmera and Department of Health and Human Services to assist families and students
- Refer students who care for families members to the Young Carers Program

Indigenous People

Horsham College will:

- Work with the Local Aboriginal Educational Consultative Group to assist with the teaching of culturally inclusive curriculum
- Develop awareness/understandings about the Aboriginal and Torres Strait Islanders as part of the cultural heritage of all Australians
- Show respect for the Aboriginal and Torres Strait Islander culture by flying both flags outside the College
- Acknowledge significant days throughout the year
- Encourage the involvement of any Aboriginal and Torres Strait Islander parents, students and community member in the Koorie Inclusive School Wide Positive Behaviour Team
- Invite the local Aboriginal and Torres Strait Islander community to visit the College and contribute to the program
- Show sensitivity and respect for the various Aboriginal and Torres Strait Islander languages by incorporating, where possible, verbal and visual language into the environment
- Plant locally native plants and use them as part of the curriculum
- Provide an avenue for Koorie students to have a voice in the College
- Work in conjunction with Goolum and the Barengi Gadjin Land Council
- Read an Acknowledgement of Country at every formal school event
- Acknowledge the achievements of Koorie students at awards ceremonies
- Offer Koorie specific excursions/activities such as RISE and other activities offered by Goolum Goolum and the Barengi Gadjin Land Council
- Actively seek scholarships such as MADEC

Ability/Students with Barriers

Horsham College will:

- Provide an inclusive and non-competitive educational environment in which all students can succeed
- Model acceptance, respect and appreciation for individuals with varying abilities
- Consult with all families and other professionals to enable full participation in the program for students with varying abilities.
- Evaluate and alter the environment to enable all families to feel accepted
- Treat all equally in the belief everyone has something important to contribute

- Provide individualized programs to cater for students' interests and abilities
- Provide Individual Education Plans and for all students engaged with the Program for Students with Disabilities
- Provide Student Support Groups for all students engaged with the Program for Students with Disabilities
- Give support to students with special learning needs where staff capacity permits
- Complete PAT testing and then select students to participate in the QuickSmart Numeracy support program and Literacy classes at Years 7, 8 and 9.
- Provide reengagement programs via the Alternative Programs campus of Horsham College. Programs include Young Parents Program, Satellite VCAL, McKenzie Creek and ConnectEd
- Offer accelerated learning for students via the SEAL, Peak Performance and WestVic Sports Academy programs

LGBTI Equity

Horsham College will:

- Teach following Safe Schools guidelines as set out by the Department of Education and Training
- Provide safe gender neutral toilet facilities
- Maintain a gender neutral uniform

Socioeconomic Equity

Horsham College will:

- Support the Sports, Camps and Excursions Funds system
- Work in conjunction with State Schools Relief to provide uniform
- Provide welfare assistance as required by families
- Promote and support the Chaplaincy program
- Allow day use of iPads and computers via the library

Related Policies

- Bullying and Harassment policy
- Child Safe policies
- BYOD Equity Policy