



INCLUSION AND DIVERSITY POLICY

PURPOSE

The purpose of this policy is to explain Footscray High School's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Footscray High School 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.
- *Direct discrimination*: unfavourable treatment because of a person's protected attribute.
- *Indirect discrimination*: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.
- *Sexual harassment*: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.
- *Disability harassment*: humiliating comments or actions about a person's disability.
- *Vilification*: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.
- *Victimisation*: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

INCLUSION AND DIVERSITY

Our school is culturally diverse with 25% of families having a language background other than English (LOTE), with the largest LOTE groups being Chinese (Mandarin), Vietnamese and Hindi. The school also has strong representation from the Koorie community. We are proud of our diversity and inclusive school community.

Footscray High School is committed to creating a school community where all members of Barkly Campus and Kinnear Campus 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.

Footscray High 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.

Footscray High 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, school 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
- Contribute to positive learning, engagement and wellbeing outcomes for students.
- Engagement with local programs. L2R Dance, St Vincent society reading groups,



- Collection of demographic, cultural and linguistic family information.
- Translation services to families from CALD backgrounds.
- Celebration of reconciliation week and Harmony day.
- Acknowledgement of Country.
- Working in partnership with the Koorie community via Local Aboriginal Education Consultative Groups (LAECCG).
- Monitoring of Student Health and Wellbeing through PLC teams and leadership teams.

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.

Footscray High School will take appropriate measures, consistent with its Student Wellbeing and Engagement and Bullying Prevention policies to respond to discriminatory behaviour or harassment at our school.

Footscray High School 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 from Kinnear and Barkly Campus to participate and access a junior and senior secondary course 77 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.

Adjustments made by Footscray High School may involve:

- Planning (differentiation of the curriculum, implementation of evidence based interventions and dedicated team planning) organised through leading teachers and health and wellbeing team members.
- Teaching (pedagogical adjustments and educational interventions) organised through leading teachers and classroom teachers)
- Assessment and reporting (provision of alternative assessment practices and presentation options) organised through leading teachers, classroom teachers and VCE and VCAL coordinator and if required the Victorian Curriculum and Assessment Authority.
- Equipment / resources (use of specialised equipment and assistive technology or expertise to support access and inclusion) organised through leading teacher and the Assistant Principal of Operations.
- Environment (school wide policies, programs and buildings that enable access and inclusion). School leadership team the assistance principal of Operations.
- Parents are encouraged to contact the Leading Teachers or Campus Principals to discuss any reasonable adjustments that may be required.

For more information about the support available for students with disabilities, please refer to our school's Student Wellbeing and Engagement policy.

FURTHER INFORMATION AND RECOURSES

- Bullying Prevention Policy
- Statement of Values and Philosophy
- Student Wellbeing and Engagement Policy

REVIEW PERIOD

This policy was last updated in August 2019 and is scheduled for review in August 2022.