



# Inclusion and Diversity Policy

## Purpose

The purpose of this policy is explain Bendigo Senior Secondary College's commitment to making sure every member of our college community, regardless of their background or personal attributes, is treated with respect and dignity. Bendigo Senior Secondary College strives to provide a safe, inclusive and supportive college environment for all students and members of our college 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.

### Inclusion and diversity

Bendigo Senior Secondary College is committed to creating a college community where all members of our college 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.

Bendigo Senior Secondary College acknowledges and celebrates the diversity of backgrounds and experiences in our college community and we will not tolerate behaviours, language or practices that label, stereotype or demean others.

Bendigo Senior Secondary College will:

- ensure that all students and members of our college 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 college activities on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students

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Dated: October 2018

Person Responsible: Assistant Principal – Engagement and Wellbeing

Endorsed by College Council: Not required

Review: Every 4 years

Bendigo Senior Secondary College: Department of Education & Training CRICOS Provider Code: 00861K

- 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.

Bendigo Senior Secondary College runs proactive programs to promote

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their personal attributes will not be tolerated in our college 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.

Bendigo Senior Secondary College will take appropriate measures, consistent with its *Student Engagement and Inclusion* and *Bullying Prevention* policies to respond to discriminatory behaviour or harassment at our school.

Bendigo Senior 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 Engagement and Inclusion* policy or contact the Assistant Principal: Engagement and Wellbeing, for further information.

## Related policies and resources

- [BSSC Student Engagement and Inclusion policy](#)
- [BSSC Bullying Prevention policy](#)
- 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](#)

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