



Inclusion and Diversity Policy

Purpose

The purpose of this policy is to explain Bendigo Senior Secondary College's commitment to ensuring every member of our college community is treated with respect and dignity.

Policy

Definitions

Personal attribute: a personal attributes that is protected by State or Commonwealth anti-discrimination legislation. These attributes include but are not limited to: race, disability, sex, sexual orientation, gender identity, and religious belief or activity.

Reasonable adjustment: 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.

Inclusion and diversity

Bendigo Senior Secondary College is committed to creating a learning community where all members of our college community are welcomed, accepted and treated with respect regardless of personal attributes so that they can participate, achieve and thrive.

We acknowledge and celebrate the diversity of backgrounds and experiences in our college community. Behaviours, language, or practices that label, stereotype or demean others are not tolerated. We value the human rights of every member of our community and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Bendigo Senior Secondary College strives to:

- ensure that all students and members of our college community are treated with respect and dignity
- acknowledge and respond to the diverse needs, identities and strengths of all students

Dated: June 2023

Person Responsible: Assistant Principal – Learning Support

Endorsed by College Council: Not required

Review: Every 4 years

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

- foster a safe and supportive learning environment
- ensure that students are not discriminated against
- ensure students are accommodated to participate in education and all college activities on the same basis as their peers
- promote cultural competence and understanding
- promote inclusive language and communication
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- proactively run programs that promote the inclusion and to celebrate the diversity of all students
- respond to complaints and allegations and provide appropriate support to affected members of the College community

Bullying, harassment and other forms of inappropriate behaviour or language that targets an individual because of a personal attribute is not tolerated in our college community.

Students who experience or witness this type of behaviour are encouraged to speak up and/or to let a staff member or parent/carer know about those behaviours. This will help ensure inappropriate behaviour can be addressed, and the affected community member is supported.

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

Reasonable adjustments for students with disabilities

Bendigo Senior Secondary College also understands that it has a special obligation to make reasonable adjustments to accommodate students with disabilities. Reasonable adjustments will be made through our Student Support Group processes. They will be developed in consultation with the student, parent/carer, teachers and, if appropriate, treating practitioners.

For more information, refer to the college's *Student Engagement and Inclusion* policy or contact the Assistant Principal: Learning Support.

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](#)
 - [LGBTIQ Student Support](#)
 - [Student Supports and Services](#)
 - [Student Voice](#)
 - [Program for Students with Disabilities](#)

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