



# Inclusion and Diversity Policy

## Purpose

The purpose of this policy is to explain Maryborough Education Centre's (MEC) commitment to ensuring every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. MEC strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

MEC is committed to creating a school community where all members of our school 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.

MEC 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.

## 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.

## Policy

- All students and members of our school community are treated with respect and dignity.
- Students are not discriminated against and where necessary, are accommodated to participate in education and all school (eg schools sports, concerts, musical productions, Energy Breakthrough on the same basis as their peers).
- All staff acknowledge and respond to the diverse needs, identities and strengths of all students.
- All school community members display empathy and fairness towards others
- Stereotypes that promote prejudicial and biased behaviours and practices will not be tolerated.
- 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.

MEC will take appropriate measures, consistent with the policies listed below to respond to discriminatory behaviour or harassment at our school.

- Building Respectful & Safe School Policy  
[http://www.maryborougheducationcentre.vic.edu.au/images/services/Building\\_Respectful\\_&Safe\\_Schools\\_Policy.pdf](http://www.maryborougheducationcentre.vic.edu.au/images/services/Building_Respectful_&Safe_Schools_Policy.pdf)
- Student and Engagement Policy

[http://www.maryborougheducationcentre.vic.edu.au/images/services/Student\\_Engagement\\_Policy.pdf](http://www.maryborougheducationcentre.vic.edu.au/images/services/Student_Engagement_Policy.pdf)

- *Bullying Prevention Policy* -  
[http://www.maryborougheducationcentre.vic.edu.au/images/services/Bullying\\_Prevention\\_Policy.pdf](http://www.maryborougheducationcentre.vic.edu.au/images/services/Bullying_Prevention_Policy.pdf)

MEC 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

- Building Respectful & Safe School Policy  
[http://www.maryborougheducationcentre.vic.edu.au/images/services/Building\\_Respectful\\_Safe\\_Schools\\_Policy.pdf](http://www.maryborougheducationcentre.vic.edu.au/images/services/Building_Respectful_Safe_Schools_Policy.pdf)
- Enrolment Policy – Specialist  
[http://www.maryborougheducationcentre.vic.edu.au/images/services/Enrolment\\_Policy\\_Specialist.pdf](http://www.maryborougheducationcentre.vic.edu.au/images/services/Enrolment_Policy_Specialist.pdf)

### **Related policies and resources**

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](#)

### **Review Cycle**

This policy will be reviewed as part of the school's three - year review cycle.

***This policy was last ratified by School Council on 27<sup>th</sup> March 2019***

**Signed:**



**Paul Rumpff  
School Council President**