



Purpose

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

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, religion etc.

Policy Principles

Inclusion and diversity

Monivae College 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 or disability so that they can participate, achieve and thrive at school.

Monivae College 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.

Monivae College 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 reasonably accommodated to participate in education and all school activities (eg schools sports, concerts, excursions, incursions, camps) 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.

Monivae College is committed to lifelong learning by providing an inclusive, supportive and nurturing community in which diversity is valued and celebrated. Our innovative curriculum and culture of excellence creates a stimulating learning environment that engages and challenges students to achieve personal success and make positive contributions to society.

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.

Monivae College will take appropriate measures to respond to discriminatory behaviour or harassment at our school. Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.

Monivae 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 in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners.

Related Documents

- Child Safety Policy
- Anti-bullying and Anti-harassment Policy
- Philosophy Statement
- School Policy and Advisory Guide:
 - Inclusive Education
 - Koorie Education
 - Teaching Aboriginal and Torres Strait Islander Culture
 - Supports and Services

Review and Circulation

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