



CLYDE PRIMARY SCHOOL INCLUSION AND DIVERSITY POLICY



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy please contact Clyde Primary School on 5998 5293.

PURPOSE

The purpose of this policy is to explain Clyde Primary 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. This policy should be read alongside the following Department of Education policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity – Employees](#), [Sexual Harassment – Employees](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Clyde Primary School.

POLICY

Definitions

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

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: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

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

Clyde Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Our values of Respect, Responsibility and Resilience underpin the actions we take to acknowledge and celebrate diversity and promote inclusion within our school environment and broader school community.

Respect – We respect ourselves, our school and each other. We listen to others when they're talking and ensure everyone has a voice. We respect school property, other people and our school environment.

Responsibility - We show responsibility through ensuring our learning environment fosters the individual and collective needs of everyone. We put strong emphasis on building positive relationships and establishing a community where everyone feels welcome. When people are in need, we offer support by showing kindness and empathy towards them.

Resilience – We show resilience by being willing to learn about and be involved in new experiences both in the classroom and the school environment. We focus on teaching problem solving skills which support students to navigate conflict and acknowledge the importance of showing forgiveness.

Our school values are explicitly taught and regularly reviewed throughout the year.

Clyde Primary 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. At Clyde Primary School we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Clyde Primary School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts) 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
- respond to complaints and allegations appropriately and ensure that students are not victimised.

At Clyde Primary school we are committed to celebrating and experiencing the diverse backgrounds of our school community. We use language that fosters a culture of inclusion and diversity. We promote and acknowledge this through whole school events, celebration days, classroom activities where we take pride in learning about our community's diverse experiences.

A key component of Clyde Primary School's approach to preventing inappropriate behaviour is the implementation of School Wide Positive Behaviour Support and Resilience Rights and Respectful Relationships. We explicitly teach positive behaviour expectations, review these

regularly and reinforce these behaviours. The school has a documented process for identifying minor and major behaviours which also outlines how they are addressed.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Clyde Primary School. We will take appropriate measures, consistent with our [Student Wellbeing and Engagement](#) and [Bullying Prevention](#) policies to respond to students who demonstrate these behaviours at our school.

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.

Reasonable adjustments for students with disabilities

Clyde Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities 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. Our school may consult through Student Support Group processes and in other less formal ways. For more information about support available for students with disabilities and communicating with us in relation to a student's disability, please refer to our school's [Student Wellbeing and Engagement policy](#) or contact the Wellbeing Leader for further information.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Discussed at student forums
- Included in transition and enrolment packs
- Discussed at parent information nights/sessions
- Reminders in our school newsletter
- Made available in hard copy from school administration upon request

FURTHER INFORMATION AND RESOURCES

School Based Policies

- [Student Wellbeing and Engagement Policy](#)
- [Statement of Values](#)
- [Bullying Prevention Policy](#)

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Equal Opportunity and Human Rights - Students](#)
- [Preventing and Addressing Racism in Schools](#)
- [Koorie Education](#)
- [LGBTQIA+ Student Support](#)
- [Student Engagement](#)
- [Students with Disability](#)
- [Disability Inclusion Funding and Support](#)
- [Disability Inclusion Profile](#)
- [Safe Schools](#)
- [Child Safe Standards](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	March 2026
Consultation	Students: November 2025 Staff: November 2025 School Council: March 2026
Approved by	Michelle Mackenlay, Principal
Next scheduled review date	March 2030