



Inclusion and Diversity Policy

INTRODUCTION

The purpose of this policy is to explain Jacana School for Autism's (JSA) commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. JSA strives to provide a safe, inclusive and supportive school environment for all students and members of our school community. At JSA we value Respect, Inclusion and Empathy.

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

JSA 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. JSA's mission is to foster resilience and lifelong learning enabling students to be active participants in family and community life. All students have the right to feel and be safe in the framework of programs offered by the school and in those offered by external providers including incursion providers. In addition, the school embraces the Child Safe Standards by developing a proactive safe environment for all students which includes the school's choice of external providers to deliver additional programs for the students.

JSA 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.

JSA 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 accommodated to participate in education and all school activities (eg presentations, concerts and performances, sporting activities, camps, student training programs and courses associated with VCAL and VET, incursions and excursions, etc.) 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.

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. Staff who have witnessed students experience this type of behaviour are required to report the incidents and take actions towards supporting the student the express their concerns and referring to relevant polices to resolve any incidents.

JSA will take appropriate measures, consistent with its *Student Wellbeing and Engagement* and *Bullying and harassment* policies to respond to discriminatory behaviour or harassment at our school.

JSA 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 (SSG) 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 Wellbeing and Engagement* policy or contact Michelle Zammit (Student Engagement and Wellbeing Coordinator) for further information.

RELATED POLICIES AND RESOURCES

- JSA Policies:
 - [Bullying and Harassment Policy](#)
 - [Student Wellbeing and Engagement 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](#)

Evaluation

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

Ratified By JSA School Council:	13 th September 2018
Review Date:	September 2021