

## Diversity and Inclusion Policy

### Purpose

The Kilmore International School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community. The purpose of this policy is to explain TKIS's commitment to making sure every member of our School community is treated with respect and dignity.

### Definitions

Personal attributes: 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.

Reasonable Adjustments: TKIS also understands that it has a special obligation to make reasonable adjustments to accommodate students with additional learning needs, emotional, social or physical differences particularly those with health conditions and 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 Wellbeing Team 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 Duty of Care policies.

### Policy

TKIS is committed to creating a positive environment where all members of our School community are welcomed, valued and supported to fully participate, learn, develop and succeed within an inclusive school culture.

We believe the diversity of our student population is the lifeblood of the school. Our student and community population consist of a diverse range of individuals with differing values and abilities, who are from varied social, cultural, religious, community and family backgrounds.

While all students, families and staff are asked to commit to the TKIS values and the Essential Agreement, we celebrate students' personal attributes and believe we work together to create a great school.

Inclusive Education at TKIS:

- means that all students are valued, are safe and feel welcome at the school.
- can access and fully participate in learning, alongside their similar-aged peers, supported by reasonable adjustments and teaching strategies tailored to meet their individual needs
- inclusion is embedded in all aspects of school life, and is supported by an inviting culture, supportive policies and every day practices
- acknowledges and responds to the diverse needs, identities and strengths of all students
- benefits students of all abilities in the classroom and fosters positive cultural change in attitudes and beliefs about diversity, ability, ethnicity, religion, sexuality and race in and beyond the school environment
- contributes to positive learning, engagement and wellbeing outcomes for students
- occurs when all students are treated with respect and are involved in making decisions about their education
- ensures that students with disabilities are not discriminated against and are accommodated to participate in education on an equitable basis as their peers applies appropriate policies and procedures to ensure every student feels welcome and is safe in a positive, bully-free environment

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.

TKIS will take appropriate measures, consistent with its Student Duty of Care Policies to respond to discriminatory behaviour or harassment at our school.

TKIS 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 Wellbeing Team 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 Duty of Care policies.

### Policy Implementation

- TKIS implements its Inclusion Policy through the following policies and strategies:
- Individualised Learning Plans
- Academic Extension and Support Programs
- Respectful Relationship Policy and Strategy
- Cultural Diversity Policy
- Disability Discrimination Act
- Anti Bullying and Anti Discrimination policies

- Student Leadership and Student Empowerment Programmes
- TKIS Wellbeing Programme
- Counselling and family supports
- Teacher Professional Development
- Victorian Department of Education and Training “Education for All” Policy
- The TKIS Positive Education Programme

[Student Duty of Care](#)

[Bullying Prevention & Intervention Policy](#)

[Assault \(Student against Student\) Policy](#)

[Cyber Safety Policy](#)

[Counselling Services \(Student\)](#)

#### **Related Policies**