

## Rationale

The Purpose of this policy is to explain Wilandra Rise 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. Wilandra Rise Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

## Aims

Wilandra Rise Primary School 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, personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

## Implementation

We acknowledge and celebrate 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 Wilandra Rise 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.

Wilandra Rise Primary School will:

- actively nurture and promote a culture where everyone is treated with respect and dignity.
- support students on a whole school, year level, class and individual level
- ensure that students are not discriminated against and where necessary, are reasonably accommodated to participate in their education and school activities.
- 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.
- Promote a leadership structure that actively encourages the implementation of this policy across all areas

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated. We will take appropriate measures, consistent with our Student Wellbeing and Engagement Policy to respond to students who demonstrate unreasonable behaviours at Wilandra Rise Primary 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.

Students that are involved in bullying or have harassed others on the basis of their personal attributes will be supported to understand the impact of their behaviour through education and counselling.



## Reasonable adjustment for students with disabilities

Wilandra Rise Primary School understands that we have a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken that assists 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 both formal and informal communication channels.

### Related policies

- Equal Opportunity and Anti discrimination policy
- Sexual Harassment Policy
- Workplace Bullying

## Evaluation

<b>Created date</b>	June 2022
<b>Consultation</b>	Principal
<b>Endorsed by</b>	School Council
<b>Endorsed on</b>	8 June 2022
<b>Next review date</b>	2026

To be reviewed as part of the school's three/four-year review process.