

DIVERSITY POLICY

Rationale:

Chelsea Primary School recognises and embraces our diverse Australian population. We acknowledge and value that within our own school community-students, teachers, other staff, families and the wider community encompass a broad range of experiences.

We recognise the different cultural, religious, gender, family and economic diversity of our community and support these differences. We also acknowledge people and elders, past and present of the Wurundjeri and the Kulin Nation, the traditional owners of the land on which Chelsea Primary is situated.

Aim:

- To raise and maintain awareness with students, teachers, other staff, families and the wider community of our rich and diverse school community and the significant educational benefits this brings
- To ensure all students are provided with equal opportunities irrespective of gender, gender variance or expectations about gender, religion and culture
- To ensure that our curriculum and extra curriculum programs are respectful and supportive of diversity, encouraging a model of mutual respect and harmony
- To ensure that we are aware of indirect and direct discrimination

Implementation:

Chelsea Primary School

- works to ensure all students, parents, staff and community members receive equal respect and opportunities
- Acknowledge significant events from a variety of cultural, religious and other backgrounds via assemblies, newsletter and school activities e.g. Harmony Day
- Ensures that communication strategies are inclusive and accessible to all families e.g. multiple documentation for students with more than one home, translated documents etc.
- Provides Teaching and Learning programs that are inclusive and enhance the capacity of gender, cultural, and religious diversity
- Includes the development of personal, social and emotional skills that support a diverse community and respect of individual differences
- Encourages inclusive and non-sexist language within the school.
- Supports the right of each student to dress in accordance with their religious and gender identity
- Acts on any identified incidents of discrimination, harassment or bullying
- Provides Professional Learning for staff relating to diversity

Evaluation	<i>To be reviewed as part of the Education Sub Committee 3 year minor policy review cycle</i>
Date Ratified	March 2016
Next review date	March 2019
Related Policies	Anti-Bullying Equal Opportunity Student Engagement
Related Documents	
Resources	<p>http://www.education.vic.gov.au/school/principals/spag/health/pages/genderidentity.aspx</p> <p>www.safeschoolscoalition.org.au/</p> <p>Reference material e.g. Interfaith calendar, Kath Murdoch & Julie Hamston Knowing Me, Knowing You – Exploring Identity and Difference Through Integrated Curriculum</p>