



Purpose

The purpose of this policy is explaining Brunswick Secondary College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Brunswick Secondary College strives to provide a safe, inclusive and supportive school environment for all students and members of our school community.

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

Brunswick Secondary College 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.

Brunswick Secondary College 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.

Brunswick Secondary College 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 including sports, performances, award ceremonies, incursions, excursions, camps, overseas tour and leadership positions 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.

Brunswick prides itself on the diversity of its student body and the ability of its staff, including education support and teachers, to support, reflect on and work with diversity. The school has strong student wellbeing processes and takes a positive approach to resolving conflicts if and when they arise. We are committed to teaching the whole child, supported by our robust Co-Curricular Program and Pastoral Care program, with aims of each student becoming an empowered, lifelong learner. Our school goal is to 'Improve learning growth for all students' which aligns clearly with the principles and practices of inclusion.

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.

Brunswick Secondary College will take appropriate measures, consistent with its [Student Wellbeing and Engagement](#) and [Bullying Prevention](#) policies to respond to discriminatory behaviour or harassment at our school.

Our school will actively promote a positive and welcoming personal environment for all members of the school community. Bullying will be addressed; individual differences will be respected, and students and staff will be enabled and supported in their pursuit of learning and teaching.

Brunswick Secondary College 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 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 Rosalie Fourniotis, Learning Support (11-12) (RF00@brunswick.vic.edu.au) or Nadia Cavallin, Learning Support (7-10) (cavallin.nadia@edumail.vic.gov.au) for further information.

Related policies & resources

- Student Wellbeing and Engagement
- Bullying Prevention
- School Philosophy
- 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](#)

Review cycle

This policy was last updated on 30/10/2018 and is scheduled for review 30/10/2019.

Staff responsible:

- Principal Karen Harris
- Assistant Principal Claudia Johnson