



## **Purpose**

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Lyndhurst Secondary College is committed to making sure every member of our College community, regardless of their background or personal attributes, is treated with respect and dignity. Lyndhurst Secondary strives to provide a safe, inclusive and supportive school environment for all students and members of our College community.

## **Policy**

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### **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**

Lyndhurst Secondary College is committed to creating a school community where all members 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.

Lyndhurst 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.

Our College will:

- ensure that all students and members of our College 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 school sports, concerts, camps, excursions and incursions) 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.

The Lyndhurst Secondary College community is committed to providing a safe, challenging and stimulating learning environment which champions individual differences, excellence and integrity in order to develop open-minded citizens capable of contributing confidently and responsibly to an ever-changing world. **Our vision** - empowering students for learning and life- is supported by a clear **set of values** - Excellence, Commitment, Integrity and Respect- all of which are underpinned by an overarching belief in high expectations for all.

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.

Lyndhurst Secondary College will take appropriate measures, consistent with its *Student Engagement, Behaviour Management* and *Bullying and Harassment* policies to respond to discriminatory behaviour or harassment at our school. Our College takes a proactive approach to educate students about discriminatory and harassment behaviours. This is done through incursions, delivered by trained professionals, teaching of expected behaviours in classrooms and sub school assemblies, as well as whole school days where inclusion and diversity are celebrated. Students at our College will be supported, through our Wellbeing team, to understand the impact of their behaviour on others.

Lyndhurst 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 Engagement* policy.

## Related Policies and Resources

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- The following policies can be found on the College website:
  - [Behaviour Management Policy and Procedure](#)
  - [Bullying and Harassment Policy and Procedure](#)
  - [Child Safe Code of Conduct](#)
  - [Child Safe Policy](#)
  - [Classroom Behaviour and Expectations](#)
  - [Student Engagement Policy](#)
  - [Whole School Behaviour Expectations](#)

## **Evaluation Process**

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Last review: September 2018

Next review: September 2020