



Aurora School

Inclusion and Diversity

PURPOSE

The purpose of this policy is to explain Aurora 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. This policy should be read alongside the following Department of Education and Training policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Aurora School.

POLICY

Definitions

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Disability harassment: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).



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Aurora School strives to provide a safe, inclusive and supportive school environment which values the human rights of all children and staff.

Aurora school is a very unique school that support for children that are deaf and hard of hearing, providing Early Intervention (Outreach) and Early Education and a Community Kindergarten program.

Aurora School Early Intervention program is a statewide Department of Education service for young deaf children aged 0 to 6 and their families. Aurora provides regular homebased support from collaborative teams which include teachers of the deaf, educational psychologists, social workers, speech and language therapists, and Deaf educators. Bilingual programs are provided in which young deaf children are encouraged to acquire early communication and language skills by being exposed to both spoken and signed languages. The development of children's listening skills is encouraged at all times. The program operates in term times only.

The Early Education Program, servicing North, South and Eastern DE Regions, specialises in education programs for young deaf children from three years of age. Within an Early Childhood Curriculum Framework there is a strong emphasis on the development of communication skills (listening, speaking, signing, reading and writing) and effective use of both expressive and receptive language, building a sense of community and identity. We provide a Bilingual program ensuring children have access to both English and Auslan role models.

Aurora School Community Kindergarten provides 3 and 4-year-old programs for local community children and deaf and hard of hearing children enrolled at Aurora School. This inclusive program provides a well-supported, safe and nurturing environment for all children.

Aurora 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 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.

Aurora School 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. At Aurora 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.

Aurora School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that children and families are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, 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



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- contribute to positive learning, engagement and wellbeing outcomes for children and families
- respond to complaints and allegations appropriately and ensure that children and families are not victimised.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Aurora School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies to respond to students who demonstrate these behaviours at our school.

Reasonable adjustments for students with disabilities

Aurora School also understands that it has a legal obligation to make reasonable adjustments to accommodate children with disabilities. A reasonable adjustment is a measure or action taken to assist children with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for children with disabilities in consultation with families or carers, their teachers and if appropriate, their treating practitioners.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website (or insert other online parent/carers/student communication method)
- Discussed at parent information nights/sessions
- Hard copy available from school administration upon request

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Equal Opportunity and Human Rights - Students](#)
- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	12 th September 2024
Approved by	Principal
Next scheduled review date	September 2028