

# Inclusion and Diversity Policy

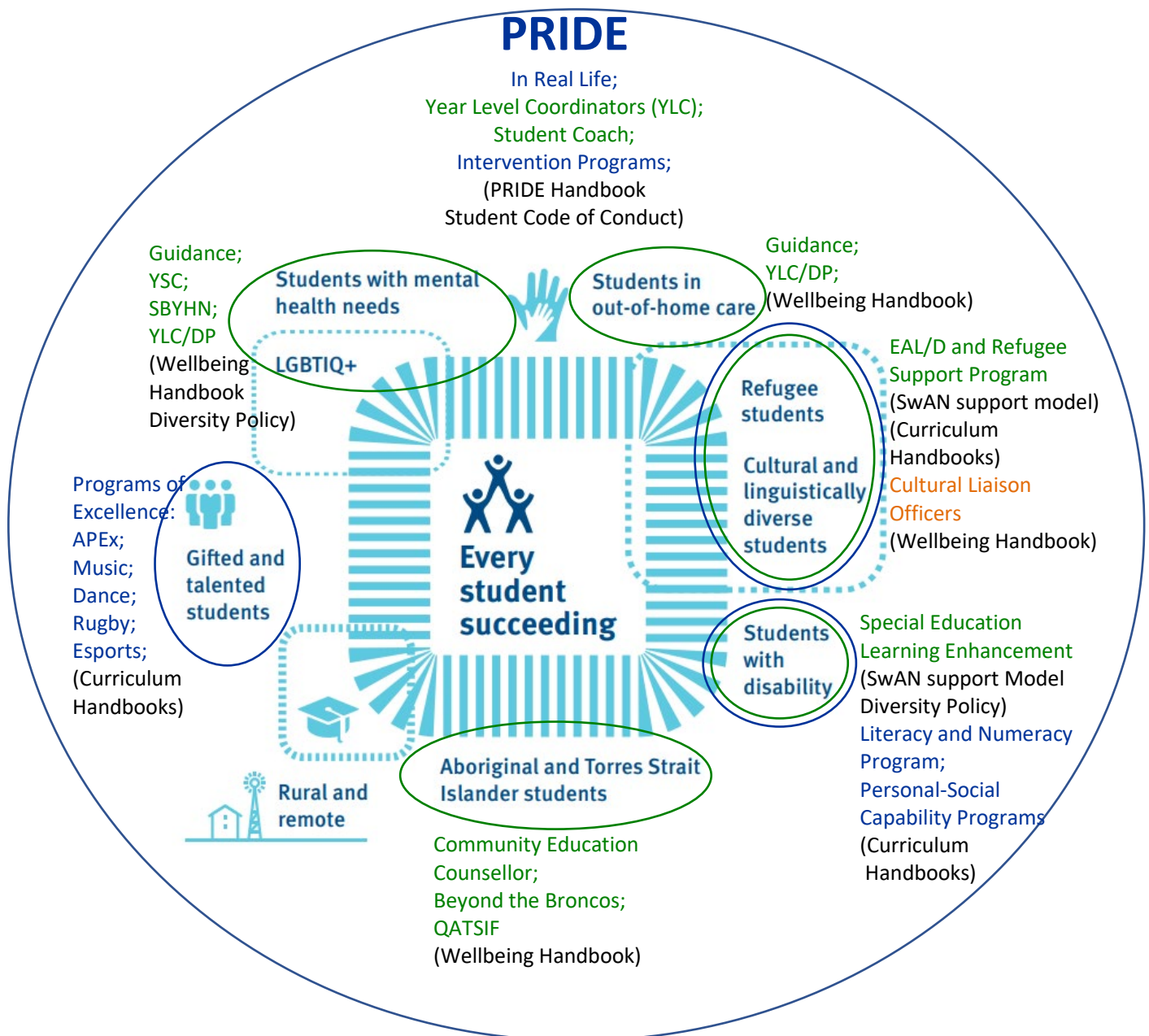
## Statement of Purpose

Forest Lake State High School is committed to a safe, supportive, and inclusive school environment for all students and members of our school community.

## Vision Statement

Forest Lake State High School's mission is to provide a first-class education for every student. We are committed to creating a school environment where all members of our school community are welcomed, accepted, and treated equitably and with respect irrespective of their backgrounds or personal attributes including, language, disability, religious beliefs, gender identity, or sexual orientation so that they can participate, achieve, and thrive at our school.

**Aim**  
Our school aims to ensure students can access and fully participate in learning, supported by appropriate strategies that acknowledge and respect diversity. Inclusion - embedded in our PRIDE philosophy - encompasses all aspects of school life, and is supported by culture, policies and everyday practices.



## Implementation

Forest Lake State High School will achieve an inclusive education for all students through the following actions:

- Recognise that every student is unique, and decisions will be made on a case-by-case basis
- Respect and ensure the privacy of student information
- Use respectful and inclusive language at all times
- Provide facilities appropriate to the needs of individuals
- Provide a dress code that accommodates for the needs of individuals on a case-by-case basis
- Support students to participate in learning, sporting, co-curricular and extra-curricular activities
- Ensure respectful and transparent communication with parents or carers
- Support staff in the development of inclusive curriculum which incorporates perspectives representative of the diverse students and families within the Forest Lake community
- Promote an inclusive school community where all students feel valued and diversity is acknowledged, accepted, and celebrated
- Promote compliance with relevant legislation concerning discrimination and privacy
- Work collaboratively with local community members to support diverse students and their families
- Promote ongoing professional development for staff that fosters an inclusive, informed, and respectful school community
- Respond promptly to allegations of bullying, harassment, and discrimination

## Support

Forest Lake State High School offers the following support services to all students:

- Guidance Officer
- School Based Youth Health Nurse
- Youth Support Coordinator
- Student Wellbeing Officer
- Pacifika Liaison Officer
- Community Education Counsellor
- Deputy Principal – Inclusion
- Head of Special Education Services
- Special Education Teachers and Teacher Aides
- Head of Department – Supportive School Environment
- Support Teachers Literacy and Numeracy
- Support Teachers EALD and Refugee.

**Forest Lake State High School links with many support services, including:**

- headspace
- Child Youth Mental Health Services
- Beyond Blue
- True Relationships and Reproductive Health
- Red Cross
- Disability Employment Services
- QPASST
- Mission Australia

**More specifically, Forest Lake State High School commits to the following actions to support:**

### Gender and Sexuality Diverse Students

- Support students in their choice of personal pronoun in everyday use
- Support the rights of each student to dress in accordance with their gender identity
- Challenge stereotypes that promote prejudicial and biased behaviours and practices
- Celebrate events that support the well-being and positive identity of gender and sexuality diverse students

### Aboriginal and Torres Strait Islander Students

- Provide a Community Education Counsellor to provide support for identified students and families
- Celebrate and embed Indigenous culture into the curriculum
- Provide opportunities to Aboriginal and/or Torres Strait islander students to access academic, social and cultural support, through targeted programs such as the *Australian Indigenous Mentoring Experience* and *Queensland Aboriginal and Torres Strait Islander Foundation Scholarship Program*
- Celebrate cultural heritage with identified students providing acknowledgement to country and performing at school events
- Commitment to a school NAIDOC celebration each year
- Regular monitoring of attendance, attainment and wellbeing by CEC and DP as part of our commitment to Closing the Gap

### **Culturally Diverse Students**

- Provide a Pacific Liaison Officer to provide support for Maori and Pacific Island students and families
- Value and recognise cultural diversity through Multicultural Celebrations
- Provide opportunities to Maori and Pacific Island students to receive academic, social, and cultural support. This includes targeted programs such as *Good Start* and the Griffith initiative.
- Our EALD and Refugee support team provide internal and external support services to students and their families

### **Disability**

- Provide a Special Education Program led by a Deputy Principal – Inclusion and Head of Special Education Services to provide support for students with disabilities
- Provide reasonable adjustments for curriculum and access including development of individual curriculum plans; provision of sensory tools and strategies; differentiated pedagogical approaches.
- Provide Individualised Planning processes
- Provide case management by SEP teachers for students with disabilities and their families
- Provide skills-based intervention programs including for example: Zones of Regulation; Executive Functioning; Managing Anxiety; Making and keeping friendships
- Value and recognise diversity and inclusion through Disability Awareness Week activities

### **Links to relevant documents/legislation:**

- Anti-Discrimination Act 1991 (Qld)
- Sex Discrimination Act 1984 (Cwth)
- Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013
- Information Privacy Act (Qld)
- Education (General Provisions) Act 2006
- Disability Standards for Education (2005) Human Rights Act 2019 (Qld)
- Department of Education, Inclusive Education Policy (<https://education.qld.gov.au/students/inclusive-education>)
- Closing the Gap <https://www.education.gov.au/indigenous-schooling>