



Diversity in Queensland Schools Policy

Ashmore State School

At Ashmore State School we are:

- ✓ *Supporting students who are diverse in their sex, gender identity or sexuality.*
- ✓ *Collaboratively creating a safe, supportive and inclusive environment for all students.*
- ✓ *Working together to ensure every student is understood, engaged and successful at school. Going on to live a life of choice, not a life of chance.*
- ✓ *Committed to providing all students with a safe and supportive environment where all students can learn free from discrimination based on gender, language, sexuality, culture, ethnicity, religion, health, disability or socioeconomic background.*

Collective Goal:

To ensure all students are provided with equal opportunities to reach their potential, irrespective of sex, gender identity or sexuality.

Implementation:

Students Rights:

- To be safe
- To be treated with respect, courtesy & consideration
- To be treated equitably regardless of race, religion, ability and gender

Student Responsibilities:

- To behave in a safe and responsible way
- To treat others with respect, courtesy & consideration
- To accept logical consequences for all behaviours, both positive and negative
- To follow school rules and demonstrate school values

Parent/Cares Responsibilities:

- To treat members of the school community with respect, courtesy and consideration
- To provide the necessary resources for students to take part in all school activities
- To accept, support and adhere to the Ashmore State School Code of Conduct

Staff Responsibilities:

- To treat others with respect, courtesy and consideration

- To engender confidence in students to achieve their potential
- To model and reinforce a positive attitude towards the Ashmore State School values
- To report to administration any reportable offences (per Child Protection Act 1999)

Uniform Expectations:

The Ashmore State School Parents and Citizens Association support a student uniform policy because it believes a uniform policy aims to contribute to a safe and supportive teaching environment through:

- fostering a sense of belonging;
- developing mutual respect among students by minimising visible evidence of economic and social differences;
- promoting an effective teaching and learning environment by eliminating the distraction of competition in dress and fashion at school

Ashmore State School Values:

Acceptance- Diversity & Inclusiveness: Effective relationships and learning are based on reasoning, valuing and including all people considering different backgrounds, abilities, experiences, beliefs and practices. Students at Ashmore State School are considerate, accepting and Fair.

Inclusive Education Policy:



Students experience inclusive education when they can access and fully participate in learning, alongside their similar-aged peers, supported by reasonable adjustments and teaching strategies tailored to meet their individual needs. Inclusion is embedded in all aspects of school life, and is supported by culture, policies and every day practices.

At Ashmore State School we ensure:

- Students will be supported in their choice of personal pronoun in everyday use
- Supports the right of each child to dress in accordance with their gender identity
- Supports are put into place to ensure all students are able to access the curriculum, learning environments and whole school events

Support:

At Ashmore State School, the academic, social, behavioural, emotional, physical and cultural needs of students are considered when structuring and delivering all learning experiences. From an academic perspective, this is achieved through teaching to individual abilities and utilising strengths from with others can learn, altering pedagogies for gender, disability and cultural needs, utilising specialists to inform curriculum planning and making curriculum modification to target individual student needs through:

- Chaplain wellbeing check-ins
- Personalised Learning Plans
- Individual Support Plans
- Inclusive awareness events such as: NAIDOC & Reconciliation Week, Bullying No Way & Harmony Day Events, Go Blue for Autism
- Inclusive Education Team support (inclusion teacher/inclusion teacher aide academic/wellbeing timetabled support, play support)
- Safe people/calm down places within the school (leadership team, wellbeing TA, sensory space)
- Wellbeing TA playground check-ins
- Story Dogs reading and wellbeing support
- Regular Parent meetings/communication to discuss supports
- Guidance officer support/check-ins
- External agency connections/specialists/medical professionals

Links:

[Inclusive education](#)

[Every student with disability succeeding plan - Education
State Schools Improvement Strategy 2022–2026 – Every ...](#)

[Every Aboriginal and Torres Strait Islander Student ...](#)

[Diversity and inclusion policy](#)

Legislation:

-Anti-Discrimination Act 1991 (Qld)

-Australian Human Rights Commission Act 1986 (Cwlth)

-Disability Discrimination Act 1992 (Cwlth)

-Disability Services Act 2006 (Qld)