



Marshall Road State School

Inclusion & Diversity Policy 2022-2024

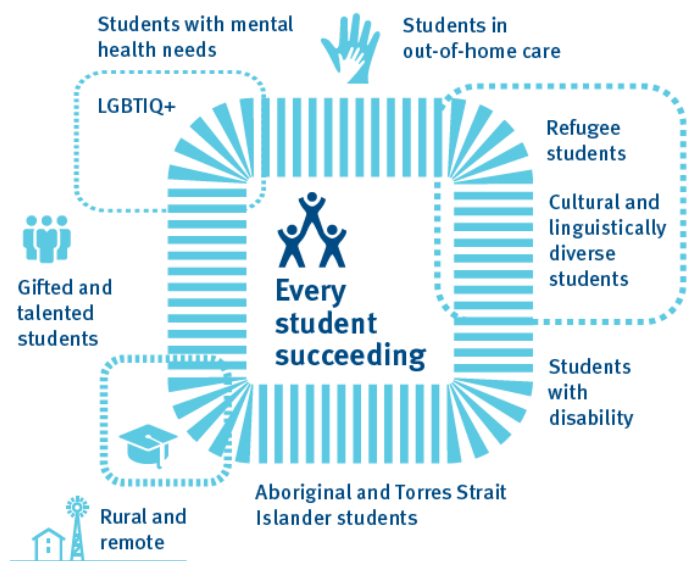
Student Inclusion: Equality and Equity for All

Our shared vision is that every student in our school, regardless of social, cultural, community and family backgrounds, and of all identities and all abilities are able to receive the support they need to feel a sense of belonging in our school community; engage purposefully in their learning and experience academic success.

Our Beliefs about Student Inclusion

At Marshall Road state school, we believe 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 our school life, and is supported by our school culture, policies and every day practices.

Inclusive education policy statement



Our Commitment to our Students

Marshall Road State School commits to continuing our journey towards a more inclusive education system as part of our everyday practice in our school and classrooms.

We have high expectations of all students, recognising that, with the right support, all students can succeed.

Our commitment means that all of our students, regardless of social, cultural, community and family backgrounds, and of all identities and all abilities are able to:

- Attend their local school
- Access and participate in a high-quality education and fully engage in the curriculum along-side their similar-aged peers
- Learn in a safe and supportive environment, free from bullying, discrimination or harassment
- Achieve academically and socially with reasonable adjustments and supports tailored to meet their learning needs.

Staff Inclusion: Building our Inclusive Workplace Culture

Our Beliefs about Staff Inclusion



The footprint that you leave at work, with your co-workers, students, parents or members of the community is the accumulation of how you interact with and treat others. Everybody, regardless of their position, deserves to be treated with dignity and respect at work.

We believe that when there is dignity and respect evident within a workplace, employees feel valued, included, motivated and respected. Creating a culture of trust, respect and appreciation of difference is therefore vital to an inclusive environment which supports diversity and where all employees can reach their full potential.

To achieve these beliefs we follow the steps as outlined below:



Our Commitment to our Staff

At Marshall Road State School, we are committed to a workplace where everybody belongs and where dignity and respect is the status quo.

All employees are expected to comply with the Code of Conduct for the Queensland Public Service and the department's Workplace Bullying, Sexual Harassment and Unlawful Discrimination Policy and treat co-workers, students, parents and members of the community with dignity, respect and consideration at every moment.

All employees are expected to treat others with respect and to demonstrate they value difference within people and perspectives.

Community Inclusion: Supporting our diverse families

Our Beliefs about Community Inclusion

At Marshall Road State School, we believe that everyone is entitled to respect and to flourish regardless of their gender, personal belief structures, family identity and culture. Our school is inclusive and supportive of all people including those who are same-gender attracted, intersex or gender diverse.

We believe that in our school everyone has a place.

Our Commitment to our Community

At Marshall Road State School, we will work to ensure all staff, students and their families receive equal respect and feel safe and valued within our school.

Our learning and teaching programs are inclusive and enhance the capacity of gender diverse children to participate in all aspects of schooling.

Professional development is provided for staff on topics including gender equity and gender identity.

Students and their families are encouraged to express and celebrate their individuality, whether or not it conforms to gender stereotypes. Inclusive and non-sexist language is used within the school, and gender-based segregation will generally be avoided. Any segregation on the basis of gender (e.g. for sports teams) will respect the child's gender identity. Students and their families are entitled to use the bathroom associated with their gender identity.

Students and their families will be supported in their choice of personal pronouns in school records and everyday usage. As a school community we support the right of each child to dress in accordance with their gender identity. Our student dress code provides all students with safe and comfortable uniforms with unisex options.

To support our beliefs, we will always act on any identified incidents of discrimination, harassment or bullying, which targets any member of our community within our school grounds.

Evaluation and Monitoring

This policy will be reviewed annually in line with our strategic planning alongside cohort specific data sets.

