



Diversity and Inclusion Policy

*Yet, O Lord, you are our Father; we are the clay, and you are our potter;
we are all the work of your hand. Isaiah 64:8*

Purpose

This policy seeks to provide the St Benedict's Catholic Primary School approach to diversity and inclusion. It aims to advocate for equity and promote positive attitudes to diversity and inclusion by responding to the uniqueness of individuals, increasing their sense of presence, access, participation and engagement in our school community. This policy responds to diversity in race, economic status, social class, ethnicity, language, religion, gender, sexual orientation, personal health, mental health, wellbeing, life experiences and ability.

This policy must be read in conjunction with the Brisbane Catholic Education (BCE) Enrolment Policy, St Benedict's Uniform Policy, Student Attendance Policy, Student Protection Policy and the St Benedict's Bullying Prevention Policy.

Rationale

The Brisbane Catholic Education Diversity and Inclusion Policy informs our responsibility and commitment to provide an educational environment that promotes the human dignity of each member of our Catholic community.

It is the responsibility of all members of our school community to ensure that our actions confirm the belief that everyone is unique, that all individuals enrich and enliven our world and that the individual has both rights and responsibilities.

Policy Statement

Every person has the right to have their human dignity upheld in a safe environment, free from judgement, discrimination, bullying and harassment. We aspire to create a school where respectful compassionate relationships occur, and all members of our community have full access and participation.

Principles

St Benedict's believes that each person is created in the image and likeness of God and therefore is unique and equal in dignity to all others. Members of our Catholic educational community are inspired by our patron, St Benedict whose teaching, philosophy and values permeate the way in which we live, love, learn and celebrate together in our world today.

As a community we cater for the diverse range of personal characteristics and experiences of our members. We acknowledge that different groups experience different barriers to inclusion. We commit to ensuring our policies and practices are inclusive and address the unique needs of these groups including but not limited to:

- Aboriginal and Torres Strait Islander people
- Disengaged and marginalised students
- Gifted and talented students
- People from a refugee or migrant background
- People from culturally and linguistically diverse backgrounds
- People from different religious backgrounds
- People from different social classes and/or economic backgrounds
- People from rural and remote communities
- People who identify as gender diverse or LGBTIQ+
- People with a disability
- People with personal health, mental health and wellbeing concerns
- Students living in out-of-home care

Associated Procedures and Processes

- Student support needs consultation, planning, adjustment and recording
- Enrolment Application and Support Procedures (EASP)
- Nationally Consistent Collection of Data on school students with disability (NCCD)
- Mollum Sabe – Indigenous Engagement Strategy (developing)
- Fee concessions
- English as an Additional Language or Dialect Band Scales (EAL/D)
- Gender diversity planning
- Uniform procedures
- Workplace Health and Safety processes and procedures
- Student protection and volunteer training
- Attendance monitoring and procedures

References

- BCE Student Diversity and Inclusion Policy 2019
- BCE Gaudium Et Spes, Pastoral Constitution on the Church in the Modern World, 1965
- BCE Theological background
- QCEC Inclusive practices in Catholic schools in Qld Position Statement Feb 2019
- Diversity, inclusion and engagement, Hyde, Carpenter and Conway, 2014.
- St Benedict's Primary School Vision and Mission Statements