

Caloundra State School Inclusion & Diversity Policy

VISION STATEMENT

Caloundra State School is committed to providing all students with access to high quality schooling that is free from discrimination based on culture, religion or non-religion, gender, language, sexual orientation, ethnicity, health, disability or socioeconomic background.

As a school community we value, celebrate and respond to diversity. It is underpinned by respectful and collaborative relationships with parents/carers and communities through transparent policy communication, learning partnerships, participation and consultative decision-making.

Inclusive education means that every day, in every classroom, every student is learning and achieving in a safe, supportive, inclusive and disciplined learning environment.

AIM OR GOAL

To ensure all students are provided with equal opportunities to reach their potential, irrespective of diversity.

IMPLEMENTATION

At Caloundra State School we will:

- provide high quality education for all students as described in the [P-12 Curriculum, Assessment and Reporting Framework](#), with a focus on Health and Wellbeing education (p3 of CARF).
- integrate relevant aspects of the Respectful Relationships Education program into the Positive Behaviour for Learning units.
- respond constructively to the needs of educationally disadvantaged/marginalised students
- view difference as a resource to support learning
- ensure that all school community members feel safe and free from discrimination, bias and harassment
- promote locally negotiated responses to student, family and community needs through effective community engagement processes and cross-agency collaboration.
- recognize that every student is different and decisions will be made in the best interest of the child
- ensure privacy of student information
- use respectful and inclusive language at all times
- have a flexible student dress code
- have flexible participation in sport
- have flexible inclusion in activities such as school camps and trips
- have open, respectful communication with parents/carers of students with diverse needs
- have inclusive teaching and learning programs
- engage staff in professional development on Inclusion and Diversity
- celebrate individuality
- promptly respond to bullying, harassment and discrimination

Cultural and religious diversity

The Caloundra community is a dynamic and diverse society with many cultures, languages and religions. People from all over the world have come to call Caloundra home, bringing with them a broad range of experiences, skills and customs.

Caloundra State School embraces this multitude of cultural, religious and non-religious beliefs and encourages students to grow and develop as a whole person, in particular, in beliefs, values and attitudes. Our school respects the background and beliefs of all students and staff by not promoting, or being perceived as promoting, any particular set of beliefs in preference to another.

Caloundra State School responds to the religious diversity of students through whole-school approaches, adjustments for specific students or adjustments in certain circumstances.

Attendance: Parents/carers are encouraged to ensure their child attends school every day, however, in some circumstances, it may be reasonable for a student to be absent to participate in a special religious observance or attend a funeral. These absences should be documented through the provision of a written or verbal explanation from the parent/carer and recorded in the school roll appropriately

Dress code: ensuring there are strategies to accommodate special circumstances of students e.g. religious and

cultural beliefs

Tuckshop: providing healthy food and drink choices that meet the range of dietary requirements for students at the school e.g. halal, vegetarian

Class activities: adjusting and encouraging diverse cultural and religious beliefs in class activities e.g. providing information in text or picture form instead of a television program.

Gender Diversity

Queensland state schools are committed to providing a safe, supportive and inclusive environment for all students, including lesbian, gay, bisexual, trans, intersex and queer (LGBTIQ+) students. The Department of Education supports state schools to respond to the individual needs of all students to ensure their wellbeing is nurtured and their learning maximised.

All children are entitled to respect and to flourish regardless of gender. It is unlawful to discriminate against a person on the basis of sex, gender or gender-identity.

Caloundra State School works to ensure all students receive equal respect and equal opportunities to succeed. Learning and teaching programs are inclusive and enhance the capacity of gender diverse children to participate in all aspects of schooling.

- Professional development provided for staff on topics including gender-equity and gender identity.
- Students are encouraged to express and celebrate their individuality, no matter what their gender, whether or not it conforms to gender stereotypes.
- Inclusive and non-sexist language is used within the school.
- gender based segregation will generally be avoided and students are supported to use their preferred name and pronoun
- Any segregation on the basis of gender (e.g. for sports teams) will respect the child's gender identity.
- Students are entitled to use the bathroom associated with their gender identity.
- Students will be supported in their choice of personal pronoun in school records and everyday usage.
- Caloundra State School supports the right of each child to dress in accordance with their gender identity. The student dress code provides all students with safe and comfortable uniforms with unisex options.
- Caloundra State School acts on any identified incidents of discrimination, harassment or bullying, including gender-based bullying. This policy is to be read in conjunction with [Caloundra State School's Student Code of Conduct](#) policy.

The documents below are designed to assist schools, parents/carers and students to create and maintain safe and supportive environments for our LGBTIQ+ students in state school communities.

[Diversity in Queensland schools—fact sheet for students](#)

[Diversity in Queensland schools—fact sheet for parents](#)

[Diversity in Queensland schools—fact sheet for principals](#)

Refugee and asylum seeker students

The Department of Education is committed to providing safe and inclusive school environments for all students and Queensland state schools play a vital role in supporting students to become successful learners.

Students from refugee and asylum seeker backgrounds arrive in Australia having experienced trauma and significant disruption to their education, or in some cases, no previous formal schooling. As a result, many students from refugee and asylum seeker backgrounds could have limited literacy in their first language and will require high levels of support to enable them to learn English and acquire the academic literacy needed to enable them to settle successfully into school.

Schools assist refugee students and their families by providing links to specialist support agencies and counselling services in the local community. Schools also assist by providing a welcoming place for the family and encouragement to participate in the school and the broader community.

Students in care

For students in care, learning and achieving good educational outcomes can be extremely challenging. The [Students in care policy](#) statement outlines the expectations for schools in supporting students in care to reach their full academic, social and emotional potential and to participate in school activities.

Supporting students' wellbeing and mental health

Schools play a significant role in supporting the wellbeing and mental health of their students. The department's comprehensive approach is outlined in the [Student learning and wellbeing framework](#). The Framework guides schools to implement a whole school approach to supporting students' wellbeing and mental health.

Supporting the Framework, the [Supporting students' mental health and wellbeing procedure](#) outlines the roles and responsibilities of school staff in promoting wellbeing and mental health, intervening early, and providing specialised intervention and case management for students with mental health concerns.

Students with Disability

All Queensland state school students have a right to access and participate in education, supported by reasonable adjustments, on the same basis as their peers. The education strategy, [Equity and Excellence: realising the potential of every student](#) sets a clear vision for a progressive, high-performing education system.

The [inclusive education policy](#) and [Every student with disability succeeding 2021–2025 plan](#) outline our commitment to support students in an inclusive education system and ensure every student with disability succeeds. This commitment aims to support the success and wellbeing of every student with disability through each stage of learning in an inclusive and equitable education system.

SUPPORT

Opportunities for the Caloundra State School community to engage will look like:

- staff taking initiative to engage parents/carers
- staff to be aware of the needs of students with diversity
- the school lives and breathes equity
- students can confidentially contact their Guidance Officer or a staff member nominated as a wellbeing contact or coordinator
- students can contact external organisations if they need support, such as [Kids Helpline](#) , [Headspace](#), the [Daniel Morcombe Foundation](#) or [beyondblue](#).
- understanding the subtle but important difference between equality and equity
- create a safe environment
- the community demonstrates respectful behaviour

Links to relevant documents and resources

Include any links that will guide and/or inform your school community.

- [Melbourne Declaration on Educational Goals for Young Australians](#)
- [Supporting Students' Mental Health and Wellbeing procedure](#)
- [Bullying. No Way!](#)
- [A Whole School Approach to student wellbeing.](#)

Policy Evaluation:

This policy will be collaboratively reviewed with the P&C Association in 2026 as part of Caloundra State School's four year review cycle.