PROMOTING AND MANAGING DIVERSITY POLICY

Rationale:
Eaglehawk North Primary School is committed to the principles of diversity. This includes treating all fairly, catering for differences and employing in accord with merit and equity principles. A workplace that recognises, promotes and manages diversity will benefit from the improved morale of its students, staff, and school community.

Purpose:
1. To provide a supportive learning environment that gives students the opportunity to develop their own special abilities and work to their optimum in all areas of the curriculum.
2. To ensure that all practices in the areas of recruitment, selection, promotion and career development at Eaglehawk North Primary School will be in accordance with the principles of diversity and merit and equity.

Guidelines for Implementation:

Teaching for Diversity
1. Teaching and learning strategies will be inclusive of all children, regardless of socio-economic status, culture, ethnicity or ability.
   - Classroom teachers will implement units of work which cater for different learning styles and levels of thinking
   - Teaching strategies will be varied within each classroom to provide each child with maximum access to education.
2. Students’ abilities will be developed through a variety of strategies.
   - Gardner’s Multiple Intelligences, Bloom’s Taxonomy of Learning, De Bono’s Thinking Hats and Thinkers Keys, Preferred Learning Styles and You Can Do It may will be utilised to assist all students to develop their special abilities and reach their potential.
   - Enrichment programs will be voluntary and may be conducted in or out of school hours to cater for diverse interests and passions.
   - Extra-curricula activities may be conducted in or out of school hours to cater for diverse needs, interests and passions.
3. Children with special needs will be catered for by a range of individual or small group programs and services.
4. Children’s special abilities will usually be catered for in mixed ability classrooms. Specific programs will cater for children of like minds and like abilities, as appropriate.
5. Children’s abilities and achievements will be recognised at assemblies, in the newsletter, and through special extension programs.
6. Staff development programs will be made available to skill staff in responding to and developing student’s special abilities.

Managing for Diversity
1. Children with disabilities, high intellectual potential and children from other cultures will be welcomed:
   - The curriculum will reflect the needs of children at all academic levels.
   - Units of work will promote an understanding of the multi-cultural nature of our society and the needs of people with disabilities.
2. Acceleration will be implemented when it is considered in the best interest of the student, both academically and socially and will be with the agreement of the parents and the Principal.
• An extra year in a department will be considered, where it is believed by the teacher and parent/s to be advantageous in terms of the child’s academic and social readiness.

3. All processes and practices in the areas of recruitment, selection, promotion and career development at Eaglehawk North Primary School will be in accordance with the principles of diversity and merit and equity and with current Department of Education and Early Childhood Development policy.

• Procedures for employment and promotion will be documented
• Both current and potential employees will be treated fairly, in a non-discriminatory manner.

4. Monetary allowance positions will:
• Be based on key selection criteria and expected outcomes.
• Be advertised internally in a manner which makes them accessible to all.
• Be filled through interview and panel selections (panels will include a merit and equity trained person and gender balance will be observed).
• Be minuted in staff meeting minutes.
• Consider employment equity in regards to women, aboriginal people, people with a disability and people from non-English speaking backgrounds.

5. A diversity strategy plan will be developed with elements as listed being reviewed in accordance with established policies and processes. The diversity strategy plan will include practices in the areas of:
• recruitement and selection
• School Strategic Plan
• work force planning
• professional development
• anti-discrimination and fair practices
• performance review and management
• teams and school leadership
• culture
• school council and community relations
• staff retention
• school organisation.

**Point 5 states a diversity strategy plan will be developed. Has it been?**

6. The school environment will be free of any form of harassment and particular attention will be given to freedom from sexual harassment for both staff and students. (See Sexual Harassment Policy)

7. The Principal will be responsible for overseeing the managing for diversity aspects of the policy.

8. The Curriculum Coordinator will be responsible for overseeing the teaching for diversity aspects of the policy.

**Resources:**

- Bright Futures Resource Book – Education of Gifted Students, Department of Education, Victoria, 1996
- SOTF Reference Guide – 6.5: Merit & Equity

these resources are quite old now, have they been updated or are there any more relevant resources available.