



Inclusion Policy

Contact Person/s: Principal

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Revision History

Date	Title	Status	Revision no	Author	Approver
March 2020	Inclusion Policy	Draft	0	Principal	
March 2020	Inclusion Policy	Approved for publication (Policy only, not annexure)	0	Principal	College Council Resolution 15/20

1.0 Purpose

As a Lutheran School, we strive to live by the teachings of Jesus, who calls us to accept those we perceive as different to us, accordingly we treat them with the same respect, integrity and compassion that we do all members of the community, and we do so with love. This is a place of safety, love and inclusion for all.

The College aims to support and respect all students, and encourages all members of the College community to provide the same level of respect and support. We aim to provide an inclusive educational environment that has its foundations in the values of Immanuel and the Lutheran Church. This educational environment is also set within the legislative and regulatory framework that exists within Queensland and Australia more broadly.

2.0 Scope

The policy applies to Immanuel Lutheran College Council members, employees, volunteers, parents/guardians and students.

3.0 Legislation and References

- [Age Discrimination Act 2004 \(Cwlth\)](#)
- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Australian Human Rights Commission Act 1986 \(Cwlth\)](#)
- [Disability Discrimination Act 1992 \(Cwlth\)](#)
- [Disability Standards for Education 2005\(Cwlth\)](#)
- [Education \(General Provisions\) Act 2006 \(Qld\)](#)
- [Multicultural Recognition Act 2016 \(Qld\)](#)
- [Racial Discrimination Act 1975 \(Cwlth\)](#)
- [Sex Discrimination Act 1984 \(Cwlth\)](#)
- [Privacy Amendment \(Enhancing Privacy Protection\) Act 2012](#)
- [Privacy Amendment \(Notifiable Data Breaches\) Act 2017 \(Cwlth\)](#)
- [Child Protection Policy](#)

4.0 Definitions

The College prohibits unlawful discrimination and bullying, respects diversity in people, their ideas and opinions, and treat others fairly regardless of their race, ancestry, place of origin, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability.

5.0 Responsibilities

5.1 College Council

Oversee the implementation of and adherence to the Inclusion Policy as it applies to the College's governance committees.

5.2 The Principal

Implement the Inclusion Policy and ensure adherence for all College activities.

5.3 Staff and Volunteers

Comply with the guiding principles of the Inclusion Policy.

5.3 Parents and Students

Comply with the guiding principles of the Inclusion Policy.

6.0 Policy Statement

As in all aspects of providing students with a holistic education, Immanuel Lutheran College views the importance of supporting students with inclusion as a partnership with the student and their parents/carers.

Inclusive education means that students 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 everyday practices.

7.0 Our Commitment

We have high expectations of all students, recognising that, with the right support, all students can succeed. Our commitment means that children and young people, from all social, cultural, community and family backgrounds, and of all identities and all abilities can:

- access and participate in a high-quality education and fully engage in the curriculum alongside their similar-aged peers;
- learn in a safe and supportive environment, free from bullying, discrimination or harassment; and
- achieve academically and socially with reasonable adjustments and supports tailored to meet their learning needs.

8.0 Associated Documentation and Links

[Staff Handbook](#)