

Updated: March 2025

## INCLUSION COMMITMENT STATEMENT

At Salisbury East High School, we acknowledge, respect, and embrace diversity in all its forms, recognising that everyone brings unique perspectives, experiences, and talents to our community.

We strive to foster a welcoming, safe, and inclusive environment in which everyone can fully participate in all aspects of school life while feeling valued, respected, and supported.

We are therefore committed to helping students reach their potential academically, socially, and emotionally, regardless of race, religion, gender, identity, learning needs, abilities, or background.

This commitment encompasses:

**Aboriginal and Torres Strait Islanders:** We acknowledge the unique cultural heritage and contributions of Aboriginal and Torres Strait Islander students within our school. We are committed to fostering an environment that respects and celebrates indigenous perspectives, histories, and traditions, and to working collaboratively with communities to promote reconciliation, equity, and social justice.

**Cultural Diversity:** We celebrate the many cultures represented within our school community and recognise the importance of promoting cultural awareness, understanding, and respect among students, staff, and families from diverse backgrounds.

**Disabilities:** We are committed to providing equal opportunities and support for students with disabilities and creating an inclusive learning environment that fosters their full participation and engagement. Our school provides appropriate accommodations and support services to ensure all students can access the curriculum, participate in activities, and achieve their academic and personal goals.

**Gender Equality:** We promote gender equality and challenge stereotypes that limit opportunities based on gender. Our school actively works to create an environment where all students have equal access to educational resources, opportunities, and support, regardless of gender.

**Gender Identity and Sexual Orientation:** We affirm the rights and dignity of all individuals regardless of sexual orientation and/or gender identity. Our school strives to provide a safe and supportive environment where LGBTQ+ students and staff can fully participate in all aspects of school life without fear of discrimination or harassment.

**Learning Needs:** We recognise the unique learning abilities, strengths, and needs of every student and are committed to providing inclusive and differentiated education that accommodates these. We strive to create a learning environment where all students can reach their potential and fully participate in academic and extracurricular activities.

**Race, Ethnicity, and Nationality:** We embrace and celebrate the diversity of races, ethnicities, and nationalities represented within our school community. We are committed to promoting equity, challenging prejudice, and discrimination, and cultivating a culture of inclusivity, connection, and belonging for all individuals.

**Religious and Spiritual Diversity:** We respect the religious and spiritual beliefs of all members of our school community. We promote understanding, tolerance, and respect for diverse religious and spiritual perspectives, fostering an environment where students feel comfortable expressing their beliefs and engaging in open dialogue.

**Socioeconomic Diversity:** We are committed to social justice and ensuring equitable access to educational opportunities for all students. Our school works to remove potential barriers to participation and success, providing support and resources to students and families facing economic challenges.

In pursuit of our commitment to inclusion, Salisbury East High School will:

- Encourage dialogue and open-mindedness and embrace conversations about diversity and social justice to cultivate empathy, understanding, and respect among our students and staff.
- Incorporate diverse perspectives and experiences into the curriculum, teaching materials, and classroom discussions to enrich learning and foster appreciation for different cultures, identities, and ways of thinking.
- Provide ongoing training and professional development opportunities for staff to promote cultural understanding, diversity awareness, and inclusive teaching practices.
- Implement policies and procedures to prevent and address discrimination, harassment, and bullying based on any aspect of diversity.
- Foster partnerships with families, community organisations, and other stakeholders to support the diverse needs of our students and promote a culture of inclusion both in school and the wider community.
- Promote student leadership and involvement in diversity-related initiatives, empowering them to become advocates for inclusivity and social justice within the school community.
- Ensure that school facilities, programs, and events are accessible and inclusive for individuals with diverse needs, including those with physical disabilities or other requirements.
- Regularly monitor, assess, and evaluate the effectiveness of diversity and inclusion initiatives, seeking feedback from students, staff, and other stakeholders, to identify areas for improvement and further promote a culture of inclusion, connection, and belonging.