



WHOLE OF SCHOOL DIVERSITY AND INCLUSION POLICY

Source of Obligation:	Schedule 2, Regulation 41, Code of Conduct, in the Education Regulations, Northern Territory of Australia, requires the College to exercise care and responsibility to ensure the effective regulation of non-Government schools and guide staff to the practices for them to comply with their legal obligations in performing functions under the Act.
Our Policy:	As a Uniting Church School, St Philip's College is focused and committed to building a work and learning culture that is grounded in respect of diversity, fosters inclusion and embraces the qualities of students, staff and people in our Community.
Statement of College Values:	<p>At St Philip's College, students and staff are guided by the following inter-linked set of values:</p> <ul style="list-style-type: none">• Respect• Compassion• Integrity• Persistence• Responsibility• Accountability
Students & Staff Diversity:	<p>To seek to maximise the potential of students and staff irrespective of race, colour, ethnic or national origin, gender, disability, religion or belief, sexual orientation.</p> <p>Issues such as sexual or racial harassment, bullying and hostile behaviour will be monitored systematically and responded to effectively.</p> <p>To provide the best possible environment in which students and staff may achieve their full potential - intellectually, emotionally, physically, morally and spiritually.</p> <p>We oppose all forms of prejudice, which seeks to discriminate against students and staff members.</p> <p>Name-calling will not be tolerated, generalisations about racial groups, insulting remarks, undue pressure against individuals, bullying, any racist graffiti or any other such offences.</p> <p>Attitude towards each other and any significant patterns due to non-attendance to schoolwork or employment will be monitored and investigated.</p>
Inclusion:	<p>To allow students to feel valued and supported and to increase collaboration, innovation, initiative and improvement in overall performance, St Philip's acknowledges that:</p> <ul style="list-style-type: none">• Students and staff have an entitlement to personal, social and intellectual development and must be given opportunities to achieve their potential in their work and learning.• Value is in individual characteristics, which each person brings to our school. Everyone is unique in terms of characteristics, interests, abilities, motivation and learning.• Staff and students are from all sections of society. <p>Subject to the needs of students, flexible working arrangements will be provided to eligible staff members to the best of the College's ability.</p>