

Kalinda Primary School Council

Diversity and Inclusion Sub-Committee

Terms of Reference

Purpose

The Diversity and Inclusion Sub-Committee is responsible for advocating and making recommendations to support a robust culture of diversity, inclusion and equity among staff, students and the wider school community. The sub-committee will have input and make recommendations to School Council for the enhancement of Kalinda's Diversity and Inclusion Strategy and its implementation.

Diversity refers to our commitment to recognise, embrace and increase the representation of different groups and individuals at Kalinda Primary School.

Inclusion refers to our practices that support and embody fairness, safety and equality of opportunity to ensure the full participation and advancement of all individuals and groups.

Frequency

The Diversity and Inclusion Sub-committee will meet four times per year (or more frequently where required) and report back at the next School Council meeting on each occasion.

Members' responsibilities

These include:

- Provide a forum for discussion of current diversity, inclusion and equity initiatives and respond to requests from School Council, and to feedback from teachers, parents/guardians and students.
- Connect with the Education and Policy Sub-Committee where appropriate, to discuss inter-dependencies in driving initiatives and policies forward.
- Consult as appropriate with the school community in relation curriculum and broader educational issues relating to diversity, inclusion and equity matters.
- Review all policies and guidelines for consistency with the KPS Strategic Plan and advise School Council accordingly.
- Seek feedback on proposed/draft policies relating specifically to diversity, inclusion and equity from teachers and parents/guardians/school community, as required.

Terms and selection

Sub-committee membership is designed to provide the range of expertise needed to inform and support

School Council decision-making.

Members of the Diversity and Inclusion Sub-Committee serve in their individual capacity for a single calendar year. There is the possibility of renewal for an additional term/s.

The School Council will call for interest from School Councilors' at the first School Council meeting of each year. A nominee will be selected each year to Chair the sub-committee.

A call to the broader School Community for interest in membership of the sub-committee will be made following the first School Council meeting of the year.

The School Council will review its composition and where appropriate, make recommendations for additions or modifications.

Resources

DET Schools – Diversity and Equity Guidance <https://www.vic.gov.au/schools-diversity-equity-guidance>

DET Inclusive Workplaces <https://www2.education.vic.gov.au/pal/inclusive-workplaces/policy-and-guidelines/cultural-diversity>

DET Policy and Advisory Library <https://www2.education.vic.gov.au/pal>

DET School Council – Subcommittees
<https://www2.education.vic.gov.au/pal/school-council-subcommittees/policy>

Last updated: 17 July 2023