

	Policy Name:	Inclusion and Diversity Policy	Date of Approval:	2019
	Responsible:	Leadership Team	Review Date:	2023

INCLUSION AND DIVERSITY POLICY

(includes Equal opportunity and Sexual Harassment)

PURPOSE

The purpose of this policy is to explain Tyabb Primary School’s commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Tyabb Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For staff, this policy should be read alongside the Department of Education and Training’s [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Tyabb Primary School.

POLICY

Definitions

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person’s protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Disability harassment: humiliating comments or actions about a person’s disability.

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

Inclusion and diversity

Tyabb Primary School is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Tyabb Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Tyabb Primary School we value the human rights of every student and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Tyabb Primary School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity.
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts on the same basis as their peers.
- acknowledge and respond to the diverse needs, identities and strengths of all students.
- encourage empathy and fairness towards others.
- challenge stereotypes that promote prejudicial and biased behaviours and practices.
- contribute to positive learning, engagement and wellbeing outcomes for students.
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Tyabb Primary School. We will take appropriate measures, consistent with its *Student Wellbeing and Engagement, Welfare and Discipline and Bullying Prevention policies* to respond to discriminatory behaviour or harassment at our school.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

These measures are as listed in the above documents and may include all, or some of the following:

- Facilitate a restorative practice meeting with all or some of the students involved. The objective of restorative practice is to repair relationships that have been damaged by bringing about a sense of remorse and restorative action on the part of the person who has bullied and/or harassed someone and forgiveness by the person who has been affected. Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.
- Facilitate a mediation between some or all of the students involved to help to encourage students to take responsibility for their behaviour and explore underlying reasons for conflict or grievance.
- Implement disciplinary consequences for the perpetrator students, which may include removal of privileges, detention, suspension and/or expulsion consistent with our Student Wellbeing and Engagement policy, the Ministerial Order on Suspensions and Expulsions and any other relevant Department policy.

- Facilitate a Student Support Group meeting and/or Behaviour Support Plan with teachers and parents for affected students.
- Prepare a Safety Plan or Behaviour Management Plan for students involved.
- Offer counselling support to the victim student or students, including referral to our Student Wellbeing Team, SSS, external provider eg psychologist.
- Offer counselling support to the perpetrator student or students, including referral to our Student Wellbeing Team, SSS, external provider eg psychologist
- Offer counselling support to affected students, including witnesses and/or friends of the victim student, including referral to our Student Wellbeing Team, SSS, external provider eg psychologist
- Provide discussion and/or mentoring for different social and emotional learning competencies of the students involved eg mentoring with the Assistant Principal, SSS Social Skills Program, You Can Do It lessons, connecting affected students with an older student mentor, resilience program
- Monitor the behaviour of the students involved for an appropriate time and take follow up action if necessary.
- Implement year group targeted strategies to reinforce positive behaviours, for example SSS Social Skills Program, You Can Do It lessons, connecting affected students with an older student mentor, resilience lessons

Reasonable adjustments for students with disabilities

Tyabb Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways. For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please refer to our school's *Student Wellbeing and Engagement* policy or contact our Assistant Principal (Welfare Coordinator) for further information.

RELATED POLICIES AND RESOURCES

- *Student Wellbeing and Engagement Policy*
- *Duty of Care Policy*
- *Statement of Values*
- *Bullying Prevention Policy*

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school.

Other relevant Department policies and resources on the School Policy and Advisory Guide are:

- [Inclusive Education](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

REVIEW PERIOD

This policy was last updated in May 2019 and is scheduled for review in May 2023

