

Equal Opportunity Policy

Background

Equal Opportunity is both a key component of the law and a human right under the Charter of Human Rights.

Huntingdale Primary School as part of the Victorian Government state school system is committed to the safety and wellbeing of all children and young people. The Child Safe Standards apply to all children, regardless of their age, culture, beliefs, socio-economic circumstances, disability, family living situation, child rearing practices or educational level. There is a culture of 'no tolerance' for child abuse.

It is essential to the wellbeing of the whole school community and to creating a safe and inclusive school. Equal Opportunity means every member of the school community has the opportunity to learn, work and participate in an environment that is free from discrimination, harassment, bullying, vilification and victimisation. No member of the school community is treated less favourably because of irrelevant personal characteristics such as sex, race or disability; nor do such characteristics affect access to benefits and services the school provides.

Purpose

To ensure that Huntingdale Primary School is:

- A school that provides equal opportunity to all employees, school councillors, students, parents, contractors and visitors.
- Compliant with Victorian Legislation-
 - *Equal Opportunity Act 2010* (Vic) (EO Act 2010)
 - *Charter of Human Rights and Responsibilities Act 2006* (Vic)
 - *Racial and Religious Tolerance Act 2001* (Vic)]
- Compliant with Commonwealth Legislation-
 - *Racial Discrimination Act 1975* (Cth)
 - *Sex Discrimination Act 1984* (Cth)
 - *Disability Discrimination Act 1992* (Cth)
 - *Age Discrimination Act 2004* (Cth).
- Compliant with DET Guidelines-
 - Equal Opportunity Guidelines for Victorian Government Schools (2011)
- Compliant with the Child Safe Standards as outlined in Ministerial Order 870
- Adheres to the DET Values of accountability, leadership, respect, impartiality, integrity, human rights and responsiveness when implementing the international students program.



Implementation

- The Principal has the overall responsibility of implementing this policy.
- The whole of Department Equal Opportunity (and Anti-Discrimination) policy is available at https://www.education.vic.gov.au/hrweb/divequity/Pages/default_eeo.aspx
- This policy applies to all Department workplaces including schools.
- The school will follow the Department's policy for all school council employees, contractors and volunteers to ensure the same expectations of all people working in the same environment.
- Staff will be made familiar of this policy. Each year they will be given a copy in their policy handbook.
- New staff will be familiarised with this policy through their induction process.
- This policy will be promoted to the school community on its website.
- A copy of this policy will be available at the office for volunteers and contractors to view.

Evaluation

This policy will be reviewed as part of the school's 3 year cycle or as needed to comply with DET policy changes.

Document Status

| Reviewed | School Council Ratification | Next Review |
|--|------------------------------------|--------------------------------|
| September 2016 | 15 th November 2016 | 15 th November 2019 |
| May 21 2019- Education and Future Directions sub-committee | 19 June 2019 | June 2021 |