

## Inclusion & Diversity (including Equal Opportunity and Sexual Harassment) Policy

### Background

Huntingdale 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 Huntingdale.

### Purpose

To ensure:

- Explain Huntingdale's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity.
- Adhere and follow DET procedures and policies and relevant laws.
- Maintains DET's Values of Accountability, Human Rights, Impartiality, Integrity, Leadership, Respect and Responsiveness.

### Implementation

- The Principal has the overall responsibility of implementing this policy, but may delegate certain roles to suitably qualified staff.

#### 1.1 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).

## 1.2 Inclusion and diversity

At Huntingdale Primary School, students come from a range of cultural backgrounds.

We understand that students must have access to inclusive teaching and learning experiences. These experiences will help students to successfully take part in a rapidly changing world where cross-cultural understanding and intercultural communication skills are essential and equip them with the knowledge and skills to participate in and contribute to our diverse society as active and informed citizens - locally, nationally and internationally. It helps students develop:

- Proficiency in English.
- Competency in a language or languages other than English.
- In depth knowledge and awareness of their own and other cultures.
- An understanding of the multicultural nature of Australia's past and present history.
- An understanding of, and skills to interact in, intercultural settings.
- An appreciation of the importance of local, national and international interdependence in social, environmental, economic and political arenas and an understanding that mutual support in these areas is vital to local and global harmony.

Huntingdale 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.

Huntingdale 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. 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.

Huntingdale 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 (e.g. school 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.



- The school will ensure inclusive perspectives are incorporated into all aspects of school life by:
  - Promoting diversity as a positive learning experience in classrooms, through the curriculum we teach and the school newsletter.
  - Incorporating multicultural perspectives across all learning domains.
  - Enhancing students' intercultural understanding and cross-cultural communication skills through inquiry units of work.
  - Implementing 'Intercultural Understanding (ICU) Weeks' as an integral part of the curriculum at Huntingdale Primary School each year, with a different focus (e.g. food, sport, art) each term.
  - Ensuring all school policies, including three year strategic and annual plans, codes of conduct, dress codes and discipline policies reflect the diverse nature of the school community.
  - Promoting anti-racism, and human rights perspectives in school policies and practices.
  - Ensuring all children, regardless of race, are protected under the Child Safe Standards.
  - Acknowledging and celebrating a variety of days that are significant to cultural groups in the school.

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 Huntingdale Primary School. We will take appropriate measures, consistent with our *Student Engagement (including Bullying) Policy* to respond to students who demonstrate these behaviours 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.

#### **Reasonable adjustments for students with disabilities**

Huntingdale 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 or parent teacher meetings. 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 Support Policy or contact the Assistant Principal for further information.

#### **Related Policies and Resources**

- Student Engagement Policy
- Student Support 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](#)

### **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**

<b>Reviewed</b>	<b>School Council Ratification</b>	<b>Next Review</b>
October 2019	12 November 2019	November 2021