

# INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY POLICY

## CREEKSIDE K-9 COLLEGE



| Last Ratified by School Council | Review Date | Responsible for Review |
|---------------------------------|-------------|------------------------|
| July 2022                       | July 2024   | School Council         |

### PURPOSE

The purpose of this policy is to explain Creekside K-9 College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. This policy should be read alongside the following Department of Education and Training policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [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 Creekside K-9 College.

### 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:* an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

*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**

Creekside K-9 College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Creekside K-9 College 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.

Creekside K-9 College 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 Creekside K-9 College 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.

Creekside K-9 College 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 etc), 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.

**Creekside K-9 Colleges values of Respect, Responsibility, Honesty and Acceptance are reflective of our commitment to inclusivity, diversity and honouring cultural backgrounds of all students.**

**Respect**- We respect, value and care for ourselves, others, the community and environment.

**Responsibility** – We aim at all times to be fair, honest, present positive behaviour, make good choices and take accountability for choices and actions.

**Honesty** – We communicate honestly in all our endeavours, even when mistakes are made

**Acceptance** - We accept the diversity of all students within our college

Our values incorporate aspects of behaviours that promote and create a culturally safe environment for all students including Aboriginal and Torres Strait Islanders. This document and the principles within help our community understand the importance of the safety and wellbeing of students. The policy if adhered to ensures that:

- a child or students ability to express their culture and enjoy their cultural rights is encouraged and actively supported
- staff, students, volunteers and the community are equipped to acknowledge and appreciate the strengths of all cultures (including Aboriginal culture) and its importance to the wellbeing and safety of students
- measures are in place to ensure racism or discrimination is identified, confronted and not tolerated, and any instances of these behaviours are addressed with appropriate consequences

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 Creekside K-9 College. We will take

appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying Prevention* policies 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.

At Creekside K-9 College, 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 through restorative chats and ongoing education through the Resilience, Rights and Respectful Relationships program.

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

Creekside K-9 College 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 the Schools Leadership or Wellbeing Coordinator on 9363 6400 for further information.

## **COMMUNICATION**

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website (or insert other online parent/carer/student communication method)
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Discussed at student forums
- Included in transition and enrolment packs
- Discussed at parent information nights/sessions
- Reminders in our school newsletter
- Hard copy available from school administration upon request

## **RELATED POLICIES AND RESOURCES**

- *Student Wellbeing and Engagement* policy
- *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 Department's Policy and Advisory Library are:

- [Students with Disability](#)
- [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 July 2022 and is scheduled for review in July 2024.