Toorak Primary School
Inclusion and Diversity Policy 2024
(Includes Equal Opportunity and Sexual Harassment)

PURPOSE

The purpose of this policy is to explain Toorak 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. 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 Toorak 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, and 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 uncomfortable. 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 any circumstance, 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

Toorak Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Toorak 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.

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Toorak 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 Toorak 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.

Toorak 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 such as but not limited to; camps, excursions, musicals 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.

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 Toorak Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies, to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this kind 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

Toorak Primary School 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.

COMMUNICATION

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

- Included in staff induction processes
- Available publicly on our school's website
- Included as annual reference in school newsletter
- Discussed at staff briefings/meetings as required
- Made available in hard copy from school administration upon request

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FURTHER INFORMATION AND RESOURCES

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.

Our School policies and documents:

- Equal Opportunity and Human Rights - Students
- Students with Disability
- Koorie Education
- Teaching Aboriginal and Torres Strait Islander Culture
- Supports and Services
- Program for Students with Disabilities
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POLICY REVIEW AND APPROVAL

Policy last reviewed	August 2024
Approved by	Principal
Next scheduled review date	August 2024