
	<h1>Hughesdale Primary School</h1>	
	<h2>Inclusion and Diversity Policy</h2> <p>(includes Equal Opportunity and Sexual Harassment)</p>	
<b>Last review:</b> May 2023	<b>Due for review:</b> May 2027	<b>On website:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Authority (Principal):</b> 		



### Help for non-English speakers

If you need help to understand the information in this policy, please contact our Business Manager or an Assistant Principal.

## PURPOSE

The purpose of this policy is to explain Hughesdale Primary School's commitment to ensuring 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 Victorian Department of Education's (the department's) policies:

- [Equal opportunity and human rights - students](#) (for students)
- [Respectful Workplaces](#) policies (including [Equal opportunity and anti-discrimination](#), [Sexual harassment](#) and [Workplace bullying](#)) (for staff).

## POLICY

### Definitions

*Personal attribute:* a personal characteristic that is protected by Victorian 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 status, 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 that 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 a 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

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

Hughesdale 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.

Hughesdale 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 Hughesdale 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.

Hughesdale 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.

Hughesdale Primary School is a Respectful Relationships school and actively promotes inclusivity through the implementation of this program.

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 Hughesdale Primary School. 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.

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 the use of restorative practices.

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

Hughesdale 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 Individual Education Plan 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 an Assistant Principal for further information.

## **COMMUNICATION**

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

- available publicly on our school's website
- included in staff handbook/manual
- hard copy available from school administration upon request.

## **RELATED POLICIES AND RESOURCES**

For staff, 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.

The department's [Policy and advisory library \(PAL\)](#):

- Equal opportunity and human rights - students
- Students with disability
- Koorie education
- Teaching Aboriginal and Torres Strait Islander culture
- Safe schools
- Supports and services
- Program for students with disabilities.

The following [school policies](#) are also relevant to this policy:

- Student wellbeing and engagement policy
- Bullying prevention policy.

### **POLICY REVIEW AND APPROVAL**

Policy last reviewed	May 2023
Approved by	Principal
Next scheduled review date	May 2026