

1. Rationale:

Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions. Discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from discrimination in all forms, including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

2. Aims:

- To provide a fair and supportive environment free from all forms of discrimination, discriminatory practice and beliefs, that promotes personal respect, values diversity, and provides physical and emotional safety. This is further supported by the school values of *Respect, Resilience, Responsibility, Learning and Honesty*.

3. Implementation:

- 3.1 All staff will be made aware of the legislative requirements relating to discrimination.
- 3.2 All staff will complete DET online Workplace Discrimination & Sexual Harassment training.
- 3.3 Professional development relating to discrimination will be provided for all staff, who in turn will model and practice appropriate non-discriminatory behaviour.
- 3.4 Staff, students and members of the school community will be familiar with the school's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities.
- 3.5 Our school will ensure that all groups who are affected by decision-making outcomes are consulted, their input will be treated fairly, and decision-making processes and outcomes will be meritorious and free from discrimination.
- 3.6 All decision-making processes will be open to scrutiny, with processes for appealing decisions and for regularly reviewing processes to be adopted.
- 3.7 The school will provide, as part of its curriculum, programs to develop resilience in students and strategies to help them stand up against bullying, harassing or discriminatory behaviour and actions.
- 3.8 All claims of discrimination will be treated confidentially, documented, and promptly and constructively addressed.
- 3.9 Unresolved school-level issues may be referred by the principal, or either party involved, to the appropriate authorities.
- 3.10 The rights and sensitivities of all individuals will be protected.
- 3.11 School Council will communicate in plain language, avoiding unnecessary jargon, and also use other means of reaching parents with literacy difficulties such as open meetings, assemblies etc.
- 3.12 Curriculum content will be free of discriminatory content, but will analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices.

4. Evaluation:

- Aspects of the annual Staff Opinion Survey, Parent Opinion Survey and Student Attitudes to School Survey will be used to inform the school of issues relating to discrimination. Similarly, the integration program will seek feedback relating to discriminatory practices.
- This policy will be reviewed annually as part of the school's three-year review cycle.

References and Related Documents:

- *Circular 345/2001 Workplace Discrimination and Sexual Harassment online training*
- *SOTF Reference Guide – 6.5: Merit & Equity* www.sofweb.vic.edu.au/hrm/mandiv/equalop.htm
- *Victorian Government Schools Reference Guide – Management*

- 6.5.2 *Equal employment opportunity*
- 6.5.3 *Anti-discrimination policies*
- 6.5.8 *Anti-discrimination and equal opportunity legislation*
- 6.5.8.1 *Equal Opportunity Act 1995 (Vic)*
- 6.5.8.2 *Racial and Religious Tolerance Act 2001 (Vic)*
- 6.5.8.3 *Disability Discrimination Act 1993 (Cmwllth)*
- 6.5.8.4 *Human Rights and Equal Opportunity Commission Act 1986 (Cmwllth)*
- 6.5.8.5 *Sex Discrimination Act 1984 (Cmwllth)*
- 6.5.8.6 *Racial Discrimination Act 1975 (Cmwllth)*

This policy was ratified by School Council in August 2015