

# MONTPELLIER PRIMARY SCHOOL INCLUSION AND DIVERSITY POLICY (INCLUDES EQUAL OPPORTUNITY AND SEXUAL HARASSMENT)

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## Help for non-English speakers

If you need help to understand the information in this policy please contact (03) 5243 2521

## PURPOSE

This policy outlines Montpellier Primary School's commitment to ensuring all members of our school community, regardless of their background or personal attributes, are treated with respect and dignity. This policy should be read alongside the following Department of Education and Training policies:

Students:

- [Equal Opportunity and Human Rights - Students](#)

Staff:

- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)).

## 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**

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

Montpellier 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.

Montpellier Primary School acknowledges and celebrates the diverse backgrounds and personal attributes within our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Montpellier Primary School we value the human rights of every student and embrace our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities.

Montpellier 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, Dance Extravaganza) 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 in accordance with Department policies.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups will not be tolerated at Montpellier Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies to respond appropriately to any such behaviours within our school.

Students who experience or witness inappropriate behaviours are encouraged and will be supported to speak up by the school to address this. Students should let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

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

Montpellier Primary School understands its legal obligation to ensure reasonable adjustments are provided 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 meetings. For further information regarding student support services for students with disabilities please refer to our school's *Student Wellbeing and Engagement* policy, *Communication* policy or contact the school office for further information.

## COMMUNICATION

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

- Discussed at annual staff briefings/meetings
- Referenced 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 refer to 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:

- [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](#)

## POLICY REVIEW AND APPROVAL

Policy last reviewed	Novembre 2022
Approved by	Principal and School Council
Communication and feedback	This policy is always accessible on the school website and feedback from the community can be directed to the school at any time for the School Council to consider.
Next scheduled review date	2025 (3 year cycle)

If changes from the Department of Education occur or if there is feedback from the community, this policy will be reviewed.