



Wollert
Primary School

Inclusion and Diversity

**Includes Equal Opportunity and
Sexual Harassment
Policy**





Inclusion and Diversity Policy



Help for non-English speakers

If you need help to understand the information in this policy, please contact the Business Manager

PURPOSE

The purpose of this policy is to explain Wollert 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. Wollert Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students ([Equal Opportunity and Human Rights - Students](#)) and staff. For staff, this policy should be read alongside the Department of Education and Training's [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 Wollert 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, 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

Wollert 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.

Wollert Primary School is a Supported Inclusion School (SIS) that provides an environment where all student needs are catered for and everyone belongs. We pride ourselves in delivering high quality education for all in a learning community that embraces and values the uniqueness and character of every student. Every student at Wollert Primary School has the right to learn and is supported and celebrated in doing so.

Wollert 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 Wollert 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.

Wollert 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 have the same access to school activities, irrespective of need. Provisions are made to accommodate high level participation of all students in their education and school activities (e.g. purpose built inclusive school design, inclusive playgrounds, schools sports, concerts etc) providing equity for learning for all students
- 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 Wollert 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. Our value 'Be Kind' encapsulates our actions of inclusion, support, equity, empathy and friendliness, embracing uniqueness and diversity in daily student interactions.

Wollert Primary School is a [School-wide Positive Behaviour School](#) (SWPBS), committed to creating a safe and positive learning environment that supports the academic and social-emotional development of all students. It utilises a preventative approach to inappropriate behaviours and runs parallel to our commitment to ['Bullying No Way'](#) education.



The following programs and resources support the education of our students and wider community:

- [Respectful Relationships Program](#)

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. This is supported by a [Restorative Practice](#) approach to mend and strengthen relationships school-wide.

Reasonable adjustments for students with disabilities

Wollert 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. As a SIS any reasonable adjustment(s) 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 consults 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 Leanne Tingwell, Principal, via the school email wollert.ps@education.vic.gov.au 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 induction processes
- included in our staff handbook
- discussed at staff briefings/meetings as required
- discussed at parent information nights/sessions as required
- included as annual reference in school newsletter
- made available in hard copy from school administration upon request.

RELATED POLICIES 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.

This policy should be read in conjunction with the following Department policies and guidelines:

- [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:

- Statement of School Values and School Philosophy
- Student Wellbeing and Engagement Policy
- Bullying Prevention Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	2024
Consultation	Inclusion Advisory Group - 2024
Approved by	Leanne Tingwell
Next scheduled review date	2027