



INCLUSION AND DIVERSITY POLICY

(includes Equal Opportunity and Sexual Harassment)



Help for non-English speakers

If you need help to understand the information in this policy please contact Gembrook Primary School.

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PURPOSE

The purpose of this policy is to explain Gembrook 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 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 of Education policies apply to all staff at Gembrook 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) have 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

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

In 2023 Gembrook Primary School has 250 students with many and varied talents. 15 students in our school community require significant adjustment to the educational program, eleven of whom are transitioning to the Disability Inclusion tier 3 funding model. We have a further 13 students requiring moderate adjustment and 57 students who require minor adjustments to optimise their engagement in the curriculum. We have 2% of students in out of home care, 3% indigenous students and no EAL (English as a second language) students.

Gembrook 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.

Gembrook 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 Gembrook 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.

Gembrook 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 (e.g. schools sports, concerts, discos) 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.
- To meet these goals Gembrook Primary School will engage specialist school staff, processes and educational opportunities. Gembrook Primary School will also work with specialist services within the Department of Education to access support and advice. Examples include:



Staffing	Processes	Education	Department of Education Specialist Programs
Disability Inclusion Officer Murrung Leader Wellbeing Officer Coordinator for Student Support Group meetings Education support staff – integration and teacher aides Learning mentors	<i>Education:</i> Student support group meetings Individual education plan meetings 3-way conferences (parent-student-teacher) <i>Student voice and agency:</i> Student Representative Council Student Representative to School Council Teacher-student conferring	Values of respect and high expectations central to all activities. Wellbeing, respectful relationships, and positive behaviours for learning (PBL) teaching program. Cross age programs eg electives Language, culture, and geography teaching programs. Transition programs both general and tailored.	Student Support Services (SSS): psychologists, social workers, speech, and language therapists KESOs (Koori Education Support Officers) EAL Regional Program Officers (RPOs)

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 Gembrook 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.

Reasonable adjustments for students with disabilities

Gembrook 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 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 and *Bullying Prevention* policy or contact our Principal or Assistant Principal.



COMMUNICATION

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

- Included in staff induction processes and staff training.
- Available publicly on our school's website.
- Included in staff handbook/manual.
- Discussed at staff briefings/meetings as required.
- Discussed at parent information nights/sessions as required.
- Reminders in our school newsletter.
- Hard copy available from school administration upon request.

RELATED POLICIES AND RESOURCES

Student Wellbeing and Engagement <https://www.gembrookps.vic.edu.au/wp/index.php/policies/>

Statement of Values and Philosophy <https://www.gembrookps.vic.edu.au/wp/index.php/policies/>

Bullying Prevention <https://www.gembrookps.vic.edu.au/wp/index.php/policies/>

For staff, please see the Department of Education'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 of Education policies and resources on the Department of Education'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	2023
School Council	
Approved by	Principal
Next scheduled review date	2027