



# INCLUSION AND DIVERSITY POLICY

(includes Equal Opportunity, Sexual Harassment and Disability Harassment)

## PURPOSE

The purpose of this policy is to explain Eastwood 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. Eastwood Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all 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 Eastwood Primary School.

## POLICY

### Definitions

*Personal attribute:* a feature of a person's background or personal characteristics 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 as described above.

*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:* humiliating comments or actions about a person's disability.

*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

Eastwood Primary School, in partnership with its community, seeks to optimise the potential of each individual and promote a friendly, safe and healthy school environment. We aim to extend knowledge, challenge thinking, provide choice and ignite passions. The School has a Facility for

Deaf/Hearing Impaired students, which services the surrounding districts. Deaf students are fully integrated with support provided by Teachers of the Deaf.

Eastwood 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.

Eastwood 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.

Eastwood Primary School will:

- ensure that all students and members of our school community are treated with respect and dignity
- ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (eg school sports, concerts, excursions, camps) 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.

Eastwood Primary School's commitment to inclusion and diversity is supported through a wide range of activities and programs such as;

- full integration of students enrolled in the EPS Deaf Facility
- Student Support Group meetings for students funded through the Program for Students with Disabilities program and Out of Home Care students
- Individual Learning Plans for students who require extra support or extension in curriculum areas
- Participation in Harmony Day celebrations
- Auslan signing at classes, assemblies and other school gatherings
- Regular use of interpreters to translate information to ensure all community members are kept informed of school processes and events

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their personal attributes will not be tolerated in our school community. 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.

Eastwood Primary School will take appropriate measures, consistent with its Student Wellbeing and Engagement and Bullying Prevention policies to respond to discriminatory behaviour or harassment at our school.

Eastwood Primary School also understands that it has a special obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist all students to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities through our Student Support Group processes in consultation with the student, their parents or carers, their teachers and if

appropriate, their treating practitioners. For more information about support available for students with disabilities, please refer to our school's Student Wellbeing and Engagement policy or contact the school for further information.

## RELATED POLICIES AND RESOURCES

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

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](https://www.education.vic.gov.au/hrweb/Documents/Equal-Opportunity-anti-discrimination-Policy.pdf) which applies to all staff working at our school – see: <https://www.education.vic.gov.au/hrweb/Documents/Equal-Opportunity-anti-discrimination-Policy.pdf>

- School Policy and Advisory Guide:
  - [Inclusive Education](https://www2.education.vic.gov.au/pal/students-disability/policy?Redirect=1)  
<https://www2.education.vic.gov.au/pal/students-disability/policy?Redirect=1>
  - [Koorie Education](https://www2.education.vic.gov.au/pal/koorie-education/policy)  
<https://www2.education.vic.gov.au/pal/koorie-education/policy>
  - [Teaching Aboriginal and Torres Strait Islander Culture](https://www2.education.vic.gov.au/pal/koorie-education/policy)  
<https://www2.education.vic.gov.au/pal/koorie-education/policy>
  - [Safe Schools](https://www.education.vic.gov.au/about/programs/Pages/safeschools.aspx?Redirect=2#link8)  
<https://www.education.vic.gov.au/about/programs/Pages/safeschools.aspx?Redirect=2#link8>
  - [Supports and Services](https://www.education.vic.gov.au/about/programs/Pages/safeschools.aspx?Redirect=2#link8)  
<https://www.education.vic.gov.au/about/programs/Pages/safeschools.aspx?Redirect=2#link8>
  - [Program for Students with Disabilities](https://www.education.vic.gov.au/school/teachers/learningneeds/Pages/psdhandbook.aspx)  
<https://www.education.vic.gov.au/school/teachers/learningneeds/Pages/psdhandbook.aspx>

## REVIEW PERIOD

This policy was last updated in March 2021 and is scheduled for review in 2024.