



St Kilda Primary School

**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 the school on 03 9534 3993

PURPOSE

The purpose of this policy is to explain St Kilda 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 and Training 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 policies apply to all staff at St Kilda 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

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

We are committed to the safety and wellbeing of students. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and enables them to thrive in their learning and development.

Everyone deserves to be treated with respect and dignity while keeping child safety paramount. We ensure that the students at our school feel empowered and have every opportunity to have their voice heard in decisions that affect their lives. Particular attention is paid to the cultural safety of Aboriginal students and students from culturally and/or linguistically diverse backgrounds, as well as the safety of students with a disability. The Integrated Welfare Program led by the Wellbeing Team (Child Safe Leader, Wellbeing Leader and DOE Educational Psychologist) working in conjunction with all staff and extensive external support agencies, supports all students, especially the most vulnerable.

The SKPS community is a diverse and eclectic community and respect is given to the cultural diversity of child rearing practices while keeping child safety paramount.

St Kilda 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.

St Kilda 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 St Kilda 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.

St Kilda Primary School will:

- actively nurture and promote a culture where everyone is 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 schools sports, concerts) 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

- conduct a Literacy Intervention program, to enable students to develop the skills they need to thrive in the regular classroom
- raise awareness of particular conditions which affect our students – Prader Willi Syndrome and Rett Syndrome by holding annual school events
- ensure staff are well informed (professional learning) and supported in managing students with special conditions/needs
- regular Student Support Group and Case Planning meetings are conducted to support PSD/DIP, OoHC and students with specific needs
- connect with external support agencies (Launch – Educational Pathways Program and Housing, PCYC, SouthPort UnitingCare, CYMHS, CPEC, LOOKOUT, VACCA, speech, OT and physio therapists, SHINE, Community Police, Space2b, etc.) to ensure the needs of students are met to enable them to have the most productive and fulfilling school life
- implement a Quality Beginning Program at the commencement of each school year where there is a focus on the importance of respectful relationships. This is also incorporated in curriculum programs where inclusiveness and respectfulness of all cultures is addressed, eg The Kindness Project and the Year 5/6 Leadership Canopy Program
- acknowledge and celebrate the cultural background of our students and families

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 St Kilda Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* 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

St Kilda 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 or contact Jo Atchison, Wellbeing Leader (9534 3993) for further information.

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

RELATED POLICIES AND RESOURCES

- [Student Wellbeing and Engagement and Policy](#)
- [Statement of Values and School Philosophy](#)

- [Bullying Prevention Policy](#)

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.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- o [Koorie Education](#)
- o [Equal Opportunity and Human Rights - Students](#)
- o [LGBTIQ Student Support](#)
- o [Student Support Services](#)
- o [Disability Inclusion Funding and Support](#)
- o [Teaching Aboriginal and Torres Strait Islander Culture](#)

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 volunteer induction processes and training for relevant volunteers
- Discussed at annual staff briefings or meetings
- Hard copy available from school administration upon request

REVIEW CYCLE

Policy last reviewed	July 2023
Consultation	Consultative Team: July 2023 Communication and Community Engagement Subcommittee: July 2023
Approved by	Principal
Next scheduled review date	July 2027