



SEAFORD NORTH 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 Seaford North Primary School on 03 9786 5674 or seaford.north.ps@education.vic.gov.au

PURPOSE

The purpose of this policy is to explain Seaford North 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 Seaford North 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

Seaford North Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. Our school values, *Collaboration, Inclusion and Responsibility*, play an integral role in all that we do.

Seaford North Primary School is an International Baccalaureate (IB) World School delivering the Primary Years Programme (PYP). The aim of all IB programmes is to develop internationally minded people, who, recognising their common humanity and shared guardianship of the planet, help to create a better and more peaceful world.

Seaford North 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.

Seaford North 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 Seaford North 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.

Seaford North 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) 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
- utilise the IB Learner Profile attributes and Approaches to Learning (ATLs) to support the teaching and learning of inclusive behaviours and practices
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students
- create learning spaces that are safe and accessible for all learners
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Inclusion Responsibilities

School Community:

- Collaboratively work to develop a warm and friendly, inviting and supportive school community for all, that openly and actively celebrates all forms of diversity

Staff

- Provide safe, welcoming and varied learning environments for everyone to participate and learn
- Demonstrate respectful and inclusive behaviour towards all members of the school community
- Foster positive relationships with families to meet the diverse needs of students, personally, socially, academic and other

Parents/Carers

- Work in partnership with the school to promote and model inclusive practices, encouraging empathy, fairness and care towards all
- Communicate with the school to build understanding of their child/ren's needs

Students

- Contribute to a positive school environment, striving to develop and demonstrate the attributes of an internationally minded global citizen
- Celebrate our unique differences, be inclusive of all and respect our diverse needs

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 Seaford North 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

Seaford North 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 Principal/Assistant Principal/Disabilities Coordinator 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
- Made available from school administration upon request

RELATED POLICIES AND RESOURCES

The following school policies are also relevant to this Policy and are available at <http://seaford-northps.vic.edu.au/policies-and-reports/>:

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

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.

The following resources were consulted during the review of this policy:

- IB Programme Standards and Practices (2020)

POLICY REVIEW AND APPROVAL

Policy last reviewed	March 2024
Consultation	Staff Feb. 2024 Students Feb. 2024 School Council Feb. 2024
Approved by	Principal
Next scheduled review date	March 2028