



### Help for Non-English Speakers

If you need help to understand the information in this policy please contact Kalinda Primary School on (03) 9876 3289.

## INCLUSION AND DIVERSITY POLICY (includes Equal Opportunity and Sexual Harassment)

### PURPOSE

The purpose of this policy is to explain Kalinda Primary School's (Kalinda PS) 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 Kalinda PS.

### 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 or 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.



Kalinda Primary School No. 5121

**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 a person's disability that is reasonably likely, in all 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**

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

Kalinda PS is a school located approximately 30 kilometres east of Melbourne. The school has a total student population of approximately 460 students from Years Prep – Six and 55 school staff members including a school nurse, wellbeing leader and mental health practitioner.

Kalinda PS is culturally diverse with over 20% of families having a language background other than English. Kalinda also has a strong representation from the Koorie community. We are proud of our diversity and inclusive school community. Our school environment allows us to provide a 'school within a school' model whereby students are part of a smaller physical environment and yet obtain all the benefits of a larger school in terms of co-curricula programs as they move through their years of schooling.

We offer a comprehensive, challenging and engaging curriculum and co-curricular program. We also offer a very broad range of experiences covering sport, music, performance, community involvement, cultural, social and leadership opportunities.

Kalinda PS is very committed to a strong and authentic student voice whereby students are actively involved in the decision-making processes in the school.

Kalinda PS is committed to creating a school community where all members of our 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.

Kalinda PS acknowledges and celebrates the diversity of backgrounds and experiences in our school community and will not tolerate behaviours, language or practices that label, stereotype or demean others.

At Kalinda PS we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter for Human Rights and Responsibilities seriously.



Kalinda Primary School No. 5121

Kalinda PS 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 school sports excursions, camps, 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.

Kalinda PS offers a range of programs that celebrate the diversity of our community they include:

- Ongoing professional learning for staff
- Diversity and Inclusion Sub-committee of School Council
- Respectful Relationships
- Harmony Week
- Wear it Purple Day

Kalinda PS also works with the following organisations to promote diversity:

- Migrant Information Centre
- Foundation House
- Mullum Mullum Indigenous Gathering Place
- Maroondah Youth Services

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 Kalinda PS. We 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.

Kalinda PS will ensure that all students who are involved in inappropriate behaviours such as bullying and harassment based on personal attributes are supported to understand the impact of their actions as outlined in our Bullying Prevention policy.

### **Reasonable Adjustments for Students with Disabilities**

Kalinda PS 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.

Kalinda PS may consult through the Student Support Group process and in other less formal ways.

For more information about support available for students with disabilities, and communicating with us in relation to student's disability, please refer to our school's Student Wellbeing and Engagement Policy and Bullying, Cyberbullying and Harassment Prevention Policy or contact the Kalinda PS Assistant Principal.



### 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 briefing/meetings as required
- discussed at parent information sessions
- included in student diaries
- included in enrolment/transition packs
- included as annual reference in the school newsletter
- made available in hard copy from school administration upon request.

### FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the following school policies:

- Philosophy, Values and Implementation
- Student Wellbeing and Engagement Policy
- Parent Complaints Policy
- Duty of Care Policy

Kalinda PS also follows Department of Education and Training policy relating to bullying including:

- [Equal Opportunity and Human Rights - Students](#)
- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

### POLICY REVIEW AND APPROVAL

Policy last reviewed	March 2023
Approved by	Principal
Next scheduled review date	March 2026