

	Inclusion and Diversity	Review & endorsed by School Council: November 2020 Developed: November 2020
Information: 02 6076 1566 Manager: Principal	DET Schools Reference Guide: DET Student Engagement and Inclusion Guidance, DET Principles for Health and Wellbeing Associated Policies: Bullying and Harassment, Student Engagement and Inclusion Policy, Child Safety Code of Conduct, Whole School Student Management	Next review: 2022 Issue No: 1.0

Purpose

The purpose of this policy is to explain Corryong College’s commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Corryong College 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 Corryong College.

Inclusion and diversity

Corryong College 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.

Corryong College 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 Corryong College 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.

Corryong College will:

- Actively nurture and promote a culture where students and members of our school are treated with respect and dignity
(duplicated above)
- ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (e.g. sport, concerts and productions, formals, camps and excursions) 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
- ensure policies and publications (including Child Safe Standards documentation and semester reports) are made available in languages required/requested

- ensure interpreters are available to support communication between parents/carers and the school as necessary
- ensure that the uniform and dress code accommodates specific needs.
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Bullying, unlawful discrimination, harassment, vilification 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 let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Corryong College 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 involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.

Corryong College 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.

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: 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).

Related policies and resources

- School Policy and Advisory Guide:
- Inclusive Education
- Koorie Education
- Safe Schools
- Supports and Services
- Program for Students with Disabilities
- Child Protection Policy
- Child Safety Code of Conduct
- Student Wellbeing and Engagement
- Statement of Values and School Philosophy
- Bullying Prevention
- Discrimination and Harassment