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 Kala Primary School's Administration Office staff.

PURPOSE

The purpose of this policy is to explain Kala 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 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 this whole of Department policies apply to all staff at Kala 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 feels 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

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

Our school is culturally diverse with a significant number of families having a language background other than English (LOTE), with the largest LOTE groups being Punjabi, Sinhalese and Hazaragi. As our mission indicates we strive to develop an inclusive and supportive school culture that welcomes every member of the community into a nurturing space, where curiosity is encouraged, diversity celebrated, and every learner is valued and supported.

Kala 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.

Kala Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community, and we do not tolerate behaviours, language or practices that label, stereotype or demean others. At Kala 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.

Kala Primary School:

- Actively nurtures and promotes a culture where everyone is treated with respect and dignity
- ensures 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, school camping program etc) on the same basis as their peers
- acknowledges and responds to the diverse needs, identities and strengths of all students
- encourages empathy and fairness towards others
- challenges stereotypes that promote prejudicial and biased behaviours and practices
- contributes to positive learning, engagement and wellbeing outcomes for students
- responds to complaints and allegations appropriately and ensures that students are not victimised.

In addition, Kala Primary School is committed to fostering an inclusive environment that celebrates diversity by:

- implementing measures to empower our school community to identify, report and address inappropriate and harmful behaviours such as racism, homophobia and other forms of discrimination or harassment.

- create opportunities for student inclusion and cross-age connections amongst students through, sports teams, music programs, student clubs, recess and lunchtime activities and buddy/peer support programs
- providing targeted programs and services for our English as an Additional Language (EAL) and Cultural and Linguistically Diverse (CALD) students to ensure these students feel supported, safe and included in our school
- providing culturally sensitive and responsive support to our CALD families in the following ways:
    - respecting and valuing cultural differences and practices in our interactions
    - offering multilingual communication and resources and engaging interpreters to facilitate effective communication
- supporting learning and wellbeing outcomes of students from refugee background through working with families and external support agencies
- referring to the Preventing and Addressing Racism in Schools policy which provides an extensive list of resources to strengthen our schools culture and practice to prevent and address racism
- creating a positive and respectful learning environment for our students who identify as LGBTIQA+ and follow the Department's policy on LGBTIQA+ Student Support

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes is not tolerated at Kala Primary School. We 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/carers know about those behaviours to ensure that inappropriate behaviour can be addressed. Students that are involved in bullying or harassing others on the basis of their personal attributes are supported to understand the impact of their behaviour.

Furthermore, students involved in bullying or harassing others on the basis of their personal attributes are supported to understand the impact of their behaviour. Through restorative practices and educational interventions, we aim to promote empathy, understanding, and positive behavioural change among all members of our school community.

Reasonable adjustments for students with disabilities

Kala 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 in accordance with the Department's policy on Students with Disability. 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 the Assistant Principal/Principal for further information.

COMMUNICATION

This policy is communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes
- Included in staff handbook
- Included as a reference in a school Compass post at the beginning of each school year
- Made available in hard copy from school administration office upon request

RELATED POLICIES AND RESOURCES

- *Student Wellbeing and Engagement,*
- *Statement of Values Policy*
- *Bullying Prevention policy*
- *Child Safety and Wellbeing 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:

- Equal Opportunity and Human Rights - Students
- Students with Disability
- Koorie Education
- Safe Schools
- Supports and Services
- Program for Students with Disabilities
- Preventing and Addressing Racism in Schools
- Refugee Education Support Initiatives (RESI)
- Student Leaders for Multicultural Inclusion
- Languages and Multicultural Education Resource Centre (LMERC)
- LGBTIQA+ Student Support: Policy | VIC.GOV.AU | Policy and Advisory Library
- Schools - culturally safe environments guidance

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	Principal
Next scheduled review date	July 2028 To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3 – 4 years thereafter