

Inclusion and Diversity Policy



Help for non-english speakers

If you need help to understand the information in this policy please contact Kalianna School on 03 5442 1311

Purpose

The purpose of this policy at Kalianna School is to prioritise the health, safety, and wellbeing of all children and young people within our school community. Our commitment is to create a secure, respectful, and inclusive school environment where every student can thrive, regardless of their personal attributes.

Scope

This policy ensures that at Kalianna School, we prioritize the safety and wellbeing of all students, treating them with respect and promoting fairness. We actively prevent and address inappropriate behaviors, provide equal opportunities for students, and make reasonable accommodations for those with disabilities.

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. VRQA Registration Requirement for Victorian Schools Reviewed 2022

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

Kalianna 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 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.

We acknowledge and celebrate 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 Kalianna 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.

Kalianna School will:

- ensure that all students and members of our school community are treated with respect and dignity
- 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 incursions, concerts, excursions, camps, special whole school events) 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.

As a specialist school we are particularly committed to providing opportunities and experiences to our students on the same basis, with reasonable adjustments.

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 Kalianna 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.

Kalianna School will take appropriate measures, consistent with its Student Wellbeing and Engagement policy to respond to discriminatory behaviour or harassment at our school. As a school that practices School Wide Positive Behaviour Support we work within the framework of that approach to deal with any concerning behaviour from all students.

Reasonable adjustments for students with disabilities

Kalianna 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 and Resources

<https://www2.education.vic.gov.au/pal/equal-opportunity-human-rights-students/policy>

<https://www2.education.vic.gov.au/pal/respectful-workplaces/overview>

<https://www2.education.vic.gov.au/pal/equal-opportunity/overview>

<https://www2.education.vic.gov.au/pal/workplace-bullying/policy>

<https://www2.education.vic.gov.au/pal/sexual-harassment/overview>

Policy Review and approval

Policy last reviewed	September 2023
Approved by	Principal
Next scheduled review date	September 2028

