

# Caulfield South Primary School

C.S.P.S.

## **Inclusion and Diversity Policy (includes Equal Opportunity and Sexual Harassment)**

### **Purpose:**

The purpose of this policy is to explain Caulfield South's (C.S.P.S.'s) commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. C.S.P.S. strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For C.S.P.S. 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 C.S.P.S.

CSPS also commits to ensuring our students are educated on the Australian Aboriginal and Torres Strait Islander (ATSI) curriculum and matters concerning discrimination, cultural backgrounds and racism.

### **Aim:**

To support CSPS in providing a safe, inclusive, anti-racist and supportive school environment for all students and members of our school community. Further to this, our objective is to educate our students on topics to do with discrimination, racism, and other cultures so they may become informed, empathetic and upstanding citizens.

### **Policy Definitions**

**Antisemitism:** Antisemitism is a certain perception of Jews, which may be expressed as hatred towards Jews. Rhetorical and physical manifestation of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

**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.

**Unlawful discrimination:** Direct or indirect discrimination

**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**

C.S.P.S. 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.

C.S.P.S.' 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 C.S.P.S. 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.

C.S.P.S. 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, camps, incursions 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
- respond to complaints and allegations appropriately and ensure that students are not victimised.
- C.S.P.S. will take appropriate measures, consistent with its *Student Wellbeing and Engagement and Safe and Respectful Schools* policies to respond to discriminatory behaviour or harassment at our school.
- <sup>1</sup> Special educational needs within the International Baccalaureate programmes, pg 3
- As a restorative school, issues relating to bullying and harassment will be handled in a manner that supports the development of empathy, supports the

repair of damage done to relationships and outlines future plans for support and guidance.

- 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 C.S.P.S.
- 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**

C.S.P.S. 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. For more information about support available for students with disabilities, please contact the Assistant Principal for further information.

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 website and policies or contact the Assistant Principal for further information.

At C.S.P.S. we acknowledge and recognise the Boon Wurrung, Bunurong and peoples of the Kulin Nations as traditional custodians of the land on which our school stands. We are committed to ensuring our school maintains a strong focus on ATSI curriculum and understandings.

### **Related Policies**

Links to school policies can be found at <https://caulfieldsthps.education.vic.edu.au/>

- *Student Wellbeing and Engagement*
- Safe and Respectful Schools
- *Statement of Values*
- *Bullying Prevention* policies

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.

- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)

- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)
  
- <https://www.education.vic.gov.au/about/programs/bullystoppers/Pages/racistbullying.aspx>

**Evaluation**

This policy will be reviewed as part of a 3 year cycle.

( DET update June 2 2021)