

# Inclusion & Diversity Policy

(includes discrimination and sexual harassment - students)



## Help for non-English speakers

If you need help to understand this policy, please contact Roberts McCubbin Primary School via email [roberts.mccubbin.ps@education.vic.gov.au](mailto:roberts.mccubbin.ps@education.vic.gov.au) or phone 9890 2372

## PURPOSE

The purpose of this policy is to explain Roberts McCubbin 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 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 Roberts McCubbin 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 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

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

Roberts McCubbin 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 and gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Roberts McCubbin Primary School 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 Roberts McCubbin 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.

Roberts McCubbin Primary School 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, productions) 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.
- Participate in Resilience, Rights and Respectful Relationships, which focuses on the prevention of gender based violence.
- Staff to apply a whole-school approach of Resilience, Rights and Respectful Relationships beyond the teaching of lessons, that promotes applying a gender lens to policies, employment conditions, and school culture

Roberts McCubbin Primary School will take appropriate measures, consistent with its *Student Engagement & Wellbeing Policy* to respond to discriminatory behaviour or harassment at our school. The foundation of our positive school culture is the active participation of all members of the school community so they feel valued, safe and secure; are provided with meaningful opportunities to contribute to the school; and have every opportunity to meet their personal, educational and employment potential. The School Wide Positive Behaviour Support Framework is a key component of the School's approach to prevention is teaching positive behaviours, planning for behaviours, and the use logical consequences to address appropriate and inappropriate behaviour for students, staff, and members of the wider school community.

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 Roberts McCubbin Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying, Staff Code of Conduct, and Child Safety* policies to respond to students, staff, parents/carers, and other members of the school community who engage who demonstrate these behaviours at our school.

What about responding to inappropriate behaviours?

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. Staff, parents/carers, and other members of the school community are also encouraged to use support services available to them so inappropriate behaviour can be addressed. Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour. A Behaviour Support Plan will be developed to promote positive behaviour.

### **Reasonable adjustments for students with disabilities**

Roberts McCubbin Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students, staff, parents/carers, and other members of the school community 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. Both student and parent voice will feature in the process of developing any adjustments or modifications. 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* and *Child Safety Policy* or contact the Assistant Principal for further information.

## **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 and staff training
- Included in staff intranet
- Discussed at annual staff briefings/meetings
- Discussed at student forums

- Included in transition and enrolment packs
- Discussed at parent information nights/sessions
- Reminders in our school newsletter
- Hard copy available from school administration upon request

## RELATED POLICIES AND RESOURCES

*Student Wellbeing and Engagement, Statement of Values and Bullying Prevention policy and Child Safety 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](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

## POLICY REVIEW AND APPROVAL

Policy last reviewed	March 2025
Approved by	Peter Watson
Next scheduled review date	2026