



# RESERVOIR WEST PRIMARY SCHOOL

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## **INCLUSION AND DIVERSITY POLICY 2024**

### **INCLUDES DISCRIMINATION (EQUAL OPPORTUNITY) AND SEXUAL HARASSMENT - STUDENTS**

#### **PURPOSE**

The purpose of this policy is to explain Reservoir West 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 Reservoir West 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**

Reservoir West Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. Reservoir West Primary School is a multicultural community with a broad range of political, cultural and religious viewpoints and beliefs. Our school is enriched by, and celebrates, the diversity of our whole school community.

Reservoir West 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.

Reservoir West 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 Reservoir West 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.

Reservoir West 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, camps and excursions etc) 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.

Reservoir West Primary School is pro-active in ensuring student and staff wellbeing remains a priority in our community. Significant investments include:

- Establishment of fulltime Wellbeing and Engagement Leaders
- Investment in and ongoing commitment to training and delivery of whole school Respectful Relationships Program
- Investment in and ongoing commitment to training and delivery of whole school 'Talking The Talk' Sexuality Program
- Ongoing commitment and prioritisation of restorative practices as opposed to punitive consequences
  - Offer opportunities for students who have caused harm to understand the source of their behaviour, take accountability for their choices and learn from the experience. Moving away from stigmatising and shaming students who have caused harm.
- Engagement with external services and facilitating where practical the availability of onsite sessions for students

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 Reservoir West Primary School. We will 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 or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Students that are involved in bullying or harassing behaviour towards others will be supported to reflect upon the impacts of their behaviour on themselves and others in their school community. RWPS employs a restorative practices approach towards building, maintaining and restoring positive relationships, particularly in relation to circumstances involving interpersonal conflict and/or poor choices. The RWPS Reflection process develops skills in pro-social behaviour, negotiation, assertiveness, co-operation and effective communication whilst promoting social and emotional competencies including empathy, compassion, respect and emotional awareness.

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

Reservoir West 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. 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 our Wellbeing Team for further information.

### **COMMUNICATION**

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

- Available publicly on our school's website and Compass parent portal (parent/carer/student communication method)
- Included in staff induction processes and staff training
- Discussed at annual staff briefings/meetings
- Hard copy available from school administration upon request

### **RELATED POLICIES AND RESOURCES**

Reservoir West Primary School policies:

- Student Wellbeing and Engagement
- Statement of Values
- Bullying Prevention

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	September 2024
Consultation	School Council
Approved by	Principal
Next scheduled review date	September 2026 This policy will be reviewed as part of the four-yearly school review process