

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 the school office on 55607225.

PURPOSE

The purpose of this policy is to explain Hawkesdale P12 College'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 Hawkesdale P12 College.

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

Hawkesdale P12 College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. Students can reach their full educational potential only when they are happy, healthy and safe, and when there is a positive school culture to engage and support them in their learning. Our school acknowledges that student wellbeing and student learning outcomes are inextricably linked. We have high expectations for our students and deliver an intellectually rigorous curriculum with multiple pathways appropriate to adolescents in the 21st century.

Respect, Responsibility and Resilience are the core values of this school.

Respect for self, respect for others, respect for school and respect for the environment.

Responsibility for behaviour and effort.

Resilience to cope with the stresses of daily life and bounce back from difficulties faced.

We seek to promote these values throughout the curriculum, in co-curricular activities, and in our daily operations. We explicitly teach social and emotional learning strategies across years F-9 and use the Bounce Back program (a wellbeing and resilience program) to supplement and support this learning. The key concepts of the program are core values, people bouncing back, courage, looking on the bright side, emotions, relationships, humour and no bullying.

The school wellbeing team consists of the principal, assistant principal, special programs leader, Mental Health practitioner, school chaplain and secondary school nurse. Systems are in place to monitor students and provide support when needs are identified. The school provides a supportive environment that values diversity, promotes equity and is not tolerant of any form of bullying.

Hawkesdale P12 College 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.

Hawkesdale P12 College 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 Hawkesdale P12 College 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.

Hawkesdale P12 College 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, formals) 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.

Our school strives to be a learning community where students, teachers, parents and the community can relate well to each other, and where different ideas and viewpoints are sought, valued and respected. We acknowledge that the three-way partnership between students, teachers and parents is important to students' wellbeing and performance outcomes.

It is fundamental to acknowledge that each teacher is influential as a vital source of support and a determinant in the success of their students. The teachers at this school will work collectively to ensure that students feel valued and cared for, have meaningful opportunities to contribute to the school and can effectively engage with their learning. We have a strong focus on supporting teachers to continue their professional growth. There is also a cohesive structure in place with many opportunities for teachers to take on significant areas of leadership and responsibility.

This school recognises the need for education to be engaging and inclusive, recognising and responding to the diverse needs of our students, accommodating different learning styles and rates of learning, and intervening early to identify and respond to individual student needs. Our school acknowledges that in any given class, a range of student ability exists. Within this diversity, our school aims to challenge all students to become optimistic, resilient, creative and critical thinkers.

The college works conscientiously with the Department initiative "Every day counts." We employ a school attendance officer and are continually upgrading our attendance monitoring systems, including class by class electronic roll marking and parent contact via phone or email.

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 Hawkesdale P12 College. We will take appropriate measures, consistent with our *Student Wellbeing, Mental Health 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.

Reasonable adjustments for students with disabilities

Hawkesdale P12 College 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, Mental Health and Engagement* policy or contact our special programs coordinator for further information.

COMMUNICATION

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

- Available publicly on our school's website or Compass
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- 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, Mental Health and Engagement policy

Child Safety and Wellbeing policy

Bullying Prevention 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	13/7/2022
Approved by	Principal
Next scheduled review date	13/7/2024