



Inclusion-diversity Policy

(includes Equal Opportunity and Sexual Harassment)

PURPOSE

The purpose of this policy is to explain Leopold 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.

SCOPE

This policy applies to every member of the Leopold Primary School Community.

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 Leopold Primary School.

POLICY

Definitions

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include race, cultural customs, disability, sex, intersex status, sexual orientation or gender identity (LGBTQI +), religious belief or activity, political belief or activity, age, physical features, pregnancy, breastfeeding, carer and parental status, marital or relationship status, lawful sexual activity, employment activity including socio-economic diversity, 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 (as outlined above).

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

Leopold Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students, staff and community members.

Leopold 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.

Leopold 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 Leopold Primary School we value the human rights of every student and staff member and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously. We dutifully observe the required Child Safety Standards to ensure our student population is well supported.

Leopold Primary School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- Ensure that all school community members are not discriminated against (directly or indirectly) and, where necessary, that students are reasonably accommodated to participate in their education and school activities (eg schools sports, excursions, concerts, graduation 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 and staff are not victimised.

At Leopold Primary School, we are committed to ensuring that all students, staff and members of the school community are respected and safe within our environment. Our school values of kindness, respect, responsibility and honesty are vigorously upheld and are acknowledged daily. Our staff have undergone training in Respectful Relationships and The Berry Street Educational Model. These practices are embraced in our school, with strategies becoming part of our daily routine, alongside programs offering student leadership and student voice. The establishment of the Kind Kids Club helps to forge and sustain links and connections to our wider community. We regularly seek feedback from our student body to help us in the learning journey. Wellbeing is a key priority at Leopold Primary School with a dedicated team supporting our students. We acknowledge our traditional landowners, past and present and emerging and have within our school, a strong Koorie cultural perspective with opportunities for our 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 Leopold Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement*, *Child Safe* 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 tell their teachers, parents or carers to ensure that the inappropriate behaviour can be addressed.

Reasonable adjustments for students with disabilities

Leopold Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate and support 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 to decide what these reasonable adjustments are. 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 the Principal or Assistant Principals for further information.

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

- Available on our school's website
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- 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

FURTHER INFORMATION AND RESOURCES

See the school's *Student Wellbeing and Engagement* and *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.

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](#)
- [Disability Inclusion](#)

REVIEW CYCLE

This policy will be reviewed as part of the school's three-year review cycle.

Signed: _____

School Council President – Ramona Browne

Signed _____

School Council Executive Officer (Principal) – Stuart Bott

This policy was approved by School Council on:	15/11/2022
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This policy is scheduled for review by School Council in:	November 2025
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