



# 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 front office at Parkwood Green Primary School on 9449 3600.

## PURPOSE

The purpose of this policy is to explain Parkwood Green 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 Parkwood Green 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**

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

Welcoming families through our gates since its establishment in 2004, Parkwood Green Primary School has proudly built a strong reputation within the community. Located in the suburb of Hillside - part of the outer growth corridor of Western Metropolitan Melbourne. We are a large multicultural school with 796 students, who love to celebrate the diversity and uniqueness of our students and staff. From Harmony Day to designing our own Indigenous Garden, and everything in between, culture and community is important to us.

We are constantly reinforcing and strengthening our whole-school approach to the teaching of literacy, numeracy and STEM. This commitment is emphasised with the introduction of the PMSS initiative in Science, thus enhancing and demonstrating the ongoing commitment of all staff to develop their professional teaching and learning skills to the highest level. Students are supported by our dedicated teachers and wellbeing team to develop and foster life-long learners to reach their full potential.

Inspiring students to be active participants in their learning, we encourage and promote student voice and agency. Inclusiveness with our students includes IEP's, where collaboration between staff, parents, and students achieve appropriate learning outcomes. Our teachers strive to meet the needs and strengths of students through differentiation and the use of 21st century learning. Creating a positive learning environment that empowers and supports students will encourage a sense of belonging and build a strong school community at Parkwood Green.

Families form an integral part of the learning experience through our strong volunteer base and allow us to provide valued and necessary programs. Our successful Kitchen Garden Program is led by a qualified nutritionist, facilitated by a qualified horticulturalist and supported by numerous volunteers. We embrace our families and encourage them to celebrate in the learning and accomplishments of all students. Special Persons Day, Footy Day, Book Week, Science Week, our annual Christmas Concert and Art Show are just some of the events our families are able to attend and come together to unite our diverse and inclusive community.

At the end of each school assembly we always conclude with "Look after one another" Parkwood Green 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.

Parkwood Green 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 Parkwood Green 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.

Parkwood Green 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 (e.g schools sports, concerts, Harmony Day, whole school production, lunch clubs) 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.

At Parkwood Green Primary School, we are to strive to provide a safe, inclusive and supportive school environment for all students through a various range of initiatives and programs within our school including; Respectful Relationships, specialist classes, Kitchen Garden classes, Special Persons Day, Education Week.

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 Parkwood Green Primary School. We will take appropriate measures, consistent with our *Student Wellbeing 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 these behaviours to ensure that inappropriate behaviour can be addressed.

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

Parkwood Green 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 the school office, your child's classroom teacher or our Wellbeing Assistant Principal for further information.

## RELATED POLICIES AND RESOURCES

- Student Wellbeing and Engagement
- Statement of Values and school philosophy
- 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](#)
- [Program for Students with Disabilities](#)

## POLICY REVIEW AND APPROVAL

Policy last reviewed	October 2021
Consultation	Education sub-committee
Approved by	Principal
Next scheduled review date	October 2024