

INTRODUCTION

All staff members of Bairnsdale Secondary College are responsible for supporting the safety, participation, wellbeing and empowerment of children. Our College Values of Respect, Resilience and Responsibility provide a strong foundation for this policy.

AIM

The purpose of this policy is to explain Bairnsdale Secondary College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with the 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.

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).

POLICY

Inclusion and Diversity

Bairnsdale Secondary College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Bairnsdale Secondary 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 background or personal attributes such as race, language, religious beliefs, gender, gender identity, disability or sexual orientation so that they can participate unhindered, to achieve and thrive at school.

Bairnsdale Secondary College Document Name: Inclusion and Diversity Policy Reviewer: Principal	Review Schedule: every 4 years Reviewed by Principal on: 20/10/2022 School Council consulted on: 27/10/2022	Page 1 of 2
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Bairnsdale Secondary 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 Bairnsdale Secondary 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.

Bairnsdale Secondary 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 (e.g. schools sports, concerts, and 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.

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 Bairnsdale Secondary College. 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 those behaviours to ensure that inappropriate behaviour can be addressed.

Bairnsdale Secondary College will take appropriate measures, consistent with our *Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy* to respond to discriminatory / racist behaviour or harassment at our school. An individual acting outside of College Values or policies will be supported with additional education, guided by the College's Values, policies and the student's point of need.

Reasonable adjustments for students with disabilities

Bairnsdale Secondary 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 *Student Wellbeing and Engagement* policy or contact our Wellbeing Coordinator for further information.

RELATED DOCUMENTS / KEY REFERENCES

Bairnsdale secondary College documents include Student Wellbeing and Engagement Policy, Bullying Prevention Policy, and Statement of Values and School Philosophy.

DET:

- School Policy and Advisory (PAL) Guide:
 - Inclusion Education
 - Koorie Education & Teaching Aboriginal and Torres Strait Islander Culture
 - Safe Schools
 - Supports and Services & Program for Students with Disabilities

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