

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

PURPOSE

The purpose of this policy is to explain Mirniyan Primary School 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 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 Mirniyan 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

Mirniyan Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. Our school community is culturally rich with students from a range of cultural backgrounds and many having English as a second language. We are proud of and celebrate our rich cultural diversity and inclusive school community.

Our school values, vision, mission and learner dispositions create, develop and nurture our inclusive school culture.

OUR VISION

To develop confident and curious learners who respect and care themselves, others and our environment and always strive for growth.

OUR VALUES

RESPECT CARE GROWTH

OUR MISSION

We aim to develop the skills, attitudes, abilities, and dispositions of students to achieve their full academic, creative and emotional and social potential to enable them to be confident and responsible global citizens who can make positive lifelong contributions to society and the world.

LEARNER DISPOSITIONS

CURIOUS -Staff and students cultivating curious and inquiring minds.

- **COLLABORATIVE:** works with others and is open to new and different ideas, perspectives, and opinions of others.
- **UBIQUITOUS LEARNER:** A curious mind and a learner who believes that learning, thinking and creating are continuous, never ending and take place anywhere, anyhow, and anytime.
- **REFLECTIVE RISK-TAKER:** Willing to take risks, have a go and comfortable with the discomfort of challenge and stretch when learning. (Learning Pit.) Welcomes mistakes as valuable and opportunities to learn. A goal setter, getter and assessor who seeks feedback, assesses learning strategies and processes applied and sets new goals to continually grow.
- **INDEPENDENT AND INTERDEPENDENT LEARNER:** a resourceful and independent learner with initiative and drive who also values working and learning together as a member of our learning community.
- **OPEN-MINDED:** A Growth mindset- Willing to challenge one's thinking, be challenged by others, change one's mind, adapt and change their approach as new problems arise and willing to receive feedback.
- **UNIFIED-** We all belong and work together to cultivate a positive learning community.
- **SELF-DETERMINED:** A determined and autonomous self-regulated learner who can be patient, persist and persevere when challenged and experiencing productive struggle.

We achieve excellence when we integrate our values, dispositions, mind frames, skills and knowledge.

Mirniyan 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.

Mirniyan 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 Mirniyan 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.

Mirniyan 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 and social 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 are not victimised.

Whole school events will celebrate diversity and inclusion. These will include Harmony Day, days celebrating culturally significant days e.g. Diwali, Ramadan, Chinese Land Festival and others such as Autism Recognition Day, Resilience Day, National Sorry Day, Reconciliation Day, Anti-racism Day, Wear it Purple Day, National Day of Action against Bullying and Violence day, R U OK Day, and Human Rights Day. These days will be celebrated in all classrooms, acknowledged through newsletters and some will involve cross level/age rotational activities and community and parental involvement in parades and performances.

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 Mirniyan 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 others on the basis of their personal attributes will be supported to understand the harm caused and the impact of their behaviour through a Restorative practices approach. They will be supported to elevate their behaviour and to fix any harm created to others.

Reasonable adjustments for students with disabilities

Mirniyan 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 assistant principal 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 insert other online parent/carer/student communication method)
- included in staff induction processes and staff training
- discussed at student forums
- hard copy available from the school office upon request.

RELATED POLICIES AND RESOURCES

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.

- The Department's Policy and Advisory Library (PAL):
 - [Equal Opportunity and Human Rights - Students](#)
 - [Students with Disability](#)
 - [Koorie Education](#)
 - [Teaching Aboriginal and Torres Strait Islander Culture](#)
 - [Program for Students with Disabilities](#)
 - [Schools - culturally safe environments guidance](#)
- Related Policies:
 - Statement of Values and School Philosophy
 - Bullying Prevention Policy
 - Student Wellbeing and Engagement Policy
- Other resources:
 - [Safe Schools | Victorian Government \(www.vic.gov.au\)](#)
 - [Refugee Education Support Initiatives \(RESI\)](#)
 - [Student Leaders for Multicultural Inclusion](#)
 - [Languages and Multicultural Education Resource Centre \(LMERC\)](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2024
Consultation	The Mirniyan Primary School Inclusion and Diversity Policy will be reviewed and approved by the School Council once they are appointed in early 2025.
Approved by	Principal
Next scheduled review date	July 2027– to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter.