

INCLUSION AND DIVERSITY POLICY

(including Equal Opportunity and Sexual Harassment)



Help for non-English speakers

If you need help to understand the information in this policy, please contact Endeavour Hills Specialist School on 9113 4100

PURPOSE

The purpose of this policy is to explain Endeavour Hills Specialist 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.

Endeavour Hills Specialist School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For staff, this policy should be read alongside the Department of Education and Training's 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 Endeavour Hills Specialist 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: humiliating comments or actions about a person's disability.

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

Endeavour Hills Specialist School provides highly individualised programs of learning for students with disability and high needs who have a diagnosis of autism spectrum disorder with a language disorder and/or an intellectual disability. The school welcomes students from 5 to 18 years of age.

School participation maximises life opportunities for children and young people by providing them with a comprehensive learning program and access to support networks. It also helps to develop important skills, knowledge and values that set them up for further learning and active participation in their local community.

Endeavour Hills Specialist 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.

Endeavour Hills Specialist 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. We value the human rights of every student and take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Endeavour Hills Specialist School will:

- actively nurture, explicitly teach and visibly promote a culture where everyone is treated with respect and dignity.
- embed and model the values of BE KIND – to self, others and the environment.
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (such as sporting activities, concerts) 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 all students.
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Endeavour Hills Specialist School uses a School-Wide Positive Behaviour Supports framework to underpin all learning and employs specific programs to promote an understanding of students' rights and responsibilities, including 'Better Buddies', 'Bullying, No Way!' And 'Respectful Relationships'. Endeavour Hills Specialist School staff may employ restorative practices to assist students to understand the impact of their behaviour on others and find a way to redress damaged relationships.

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 Endeavour Hills Specialist 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 and/or parents/carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Reasonable adjustments for students

Endeavour Hills Specialist School understands that it has a legal obligation to make reasonable adjustments to accommodate all students. A reasonable adjustment is a measure or action taken to assist all students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments are made for all students in consultation with the student, their parents/carers, their teachers and, if appropriate, their treating practitioners.

Endeavour Hills Specialist School uses Student Support Group processes, Individual Learning Plans, Behaviour Management Plans and Safety Plans as needed to detail specific interventions and supports for individual students. For more information, please refer to the *Student Wellbeing and Engagement* policy or contact the Health and Wellbeing Leader.

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.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

REVIEW PERIOD

Policy last reviewed	February 2023
Approved by	Principal
Next scheduled review date	February 2026.