

**Mount Waverley Primary School
Equal Opportunity and Anti-Discrimination
Policy**



'Achieving Excellence Together'

2020

Principal: Greg Paine

School Council President: Dean Goble



MOUNT WAVERLEY PRIMARY SCHOOL

EQUAL OPPORTUNITY AND ANTI-DISCRIMINATION POLICY

RATIONALE

The Victorian Equal Opportunity Act 2010 sets out the types or grounds of discrimination that are unlawful and aims to promote community recognition and acceptance of the equality of men and women, and the equality of all races, regardless of their religious or political convictions, their impairment or their age. Under the act it is unlawful to discriminate against a person on the basis of the following attributes:-age, breastfeeding, gender identity, impairment/disability, industrial activity, marital status, parental or carer status, medical conditions, physical features, political belief or activity, pregnancy, race, religious belief or activity, sex or sexual orientation.

The Act prohibits direct and indirect discrimination, makes it unlawful to sexually harass a person, promotes equality of opportunity between all persons and provides redress for those who have been subject to discrimination.

The Charter of Human Rights and Responsibilities Act 2006 sets out a list of rights that reflect the following four principles:

- Freedom
- Respect
- Equality
- Dignity

The Charter outlines a vision of human rights for all Victorians. The Charter affirms that all people are born free and equal in dignity and rights. While the Charter demands equality for all, it also emphasises the value of difference. The Charter requires public authorities, including government schools and their employees, to act compatibly with human rights and to consider human rights when making decisions and delivering services.

- The right not to be discriminated against
- The right to privacy and reputation
- The right to freedom of thought, conscience, religion and belief
- Cultural Rights

It is important to understand that with human rights comes a responsibility to respect other human rights.

All DE&T employees must act compatibly with the Charter and give proper consideration to human rights when making decisions.

Everyone should:

- Encourage compliance with the Charter
- Support others to act compatibly with the Charter, and
- Respect and promote human rights

Our school values diversity and promotes an environment that does not tolerate unlawful discrimination and provides equal opportunity for all.

PURPOSE

To provide a safe, inclusive and supportive environment where students, staff and the community are valued and treated with dignity and respect, and are free from any form of discrimination.

POLICY GUIDELINES

In order to provide an environment where all staff, students and community members are treated with dignity and respect, receive equal opportunity and where diversity is valued:

- the school Principal and Leadership will be responsible for both Equal Opportunity and Elimination of Sexual Harassment and Discrimination
- all staff will be provided with the opportunity to access Merit Protection training and professional development related to Equal Opportunity
- staff will have access to information and support needed to prevent discrimination
- staff will model appropriate behaviour and promote a climate of mutual respect
- staff will ensure students follow the school, class and yard code of cooperation responsibly and take action if any behaviour is unacceptable
- confidentiality will be maintained concerning procedures in addressing any complaints
- the school will provide support for students/staff who experience discrimination
- the school staff promotes an environment of caring, security and belonging
- the school programs will reflect and promote understanding of a variety of lifestyles and cultures and recognise the contributions of individuals and groups to our society
- curriculum design will recognise and encourage multiple teaching and learning styles, encouraging collaborative learning environments
- maximum participation and equal opportunities for all children in school programs and educational activities
- the school curriculum and programs will recognise the value of diversity.

DOCUMENTS RELATING TO THIS POLICY

Student Engagement, Wellbeing and Inclusion

Elimination of Sexual Harassment and Discrimination

Child Safe Environment

Integration

Staff Health and Wellbeing

Victorian Equal Opportunity Act 2010

The Charter of Human Rights and Responsibilities Act 2006

POLICY IMPLEMENTATION

In keeping with the school's responsibilities under the Victorian Equal Opportunity Act 2010, The Charter of Human Rights and Responsibilities Act 2006 and the Commonwealth Sexual Discrimination Act 1984 our school will provide a safe and supportive environment by:

- supporting the right of each individual to work in an environment that promotes equality, is inclusive and free of discrimination
- raising the awareness of staff, parents and students regarding individual rights and responsibilities as identified in the school's values and Codes of Conduct
- ensuring that discrimination is not tolerated

- encouraging all adults and students to model appropriate behaviour and demonstrate respectful relationships
- providing professional learning related to equality, respectful relationships and sexual harassment issues for all staff members
- promoting awareness of avenues for advice and complaints procedures
- treating seriously and confidentially complaints and behaviours which may constitute discrimination and sexual harassment
- providing efficient, sensitive and confidential support to both complainants and respondents
- ensuring that no individual lodging a complaint is victimised
- ensuring every complaint is dealt with in a manner that is both procedurally and substantively fair
- providing support, guidance and counselling, as well as liaison with parents/guardians where allegations involve a student.

EVALUATION

This policy will be reviewed by the Education Committee as part of the school’s four-year review cycle.

<p>Policy Area: Administration and Operations</p>	<p>Consulted with School Council: June 2020</p>	<p>Next Review: 2024</p>
--	--	---