



“We flourish as engaged bilingual global citizens who can face challenges as critical, creative thinkers. Our exemplary holistic education promotes a lifelong love of learning.”

INCLUSION & DIVERSITY

(Includes Equal Opportunity & Harassment)

HELP FOR NON-ENGLISH SPEAKERS



If you need help to understand the information in this policy please contact the school office on 9882 4663 or camberwellps@education.vic.gov.au.

PURPOSE

The purpose of this policy is to explain Camberwell 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. The school strives to provide a safe, inclusive and supportive environment for all students and members of our community which values the human rights of all students and staff.

This policy should be read alongside the following Department of Education and Training’s 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 Camberwell 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.

School Name: Camberwell Primary School	Policy name: Inclusion & Diversity (includes Equal Opportunity & Harassment)	Policy Ref. Number Other
Approved by: CPS School Council	Date: Oct 2021	Next: 2024
		Version: 2.0



“We flourish as engaged bilingual global citizens who can face challenges as critical, creative thinkers. Our exemplary holistic education promotes a lifelong love of learning.”

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

Camberwell 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.

We acknowledge and celebrate 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 we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Camberwell 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. classroom and external teaching and learning activities, sporting events and performing arts 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.

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 Camberwell Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and*

School Name: Camberwell Primary School		Policy name: Inclusion & Diversity (includes Equal Opportunity & Harassment)		Policy Ref. Number Other
Approved by: CPS School Council	Date: Oct 2021	Next: 2024		Version: 2.0



“We flourish as engaged bilingual global citizens who can face challenges as critical, creative thinkers. Our exemplary holistic education promotes a lifelong love of learning.”

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.

Reasonable adjustments for students with disabilities

Camberwell 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/ carers, their teachers and if appropriate, their treating practitioners. We 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 Engagement and Wellbeing Policy or contact the Assistant Principal for Wellbeing.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on the school’s website and parent Compass portal
- Referenced in staff induction processes
- Available on the Staff Google Drive
- Hard copy available on request from the school office.

RELATED POLICIES AND RESOURCES

This policy should be read in conjunction with the following school policies:

- CPS Student Engagement and Wellbeing Policy
- CPS Statement of School Values and School Philosophy Policy
- CPS Teaching & Learning Policy

The following Department Policies and resources have informed the development of this policy:

- School Policy and Advisory Guide:
 - [Inclusive Education](#)
 - [Koorie Education](#)
 - [Teaching Aboriginal and Torres Strait Islander Culture](#)
 - [Safe Schools](#)
 - [Supports and Services](#)
 - [Program for Students with Disabilities](#)

School Name: Camberwell Primary School	Policy name: Inclusion & Diversity (includes Equal Opportunity & Harassment)		Policy Ref. Number Other
Approved by: CPS School Council	Date: Oct 2021	Next: 2024	Version: 2.0



“We flourish as engaged bilingual global citizens who can face challenges as critical, creative thinkers. Our exemplary holistic education promotes a lifelong love of learning.”

REVIEW PERIOD

This policy, first developed in this format in April 2019, will be reviewed as part of the school’s three-year review cycle or if guidelines change (latest DET update July 2021).

School Name: Camberwell Primary School	Policy name: Inclusion & Diversity (includes Equal Opportunity & Harassment)		Policy Ref. Number Other
Approved by: CPS School Council	Date: Oct 2021	Next: 2024	Version: 2.0