

INCLUSION DIVERSITY POLICY

(Includes Equal Opportunity and Sexual Harassment)

PURPOSE

The purpose of this policy is to explain Thornbury 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. 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 at Thornbury 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

Thornbury Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. We are a creative and diverse community. At TPS we live our Deadly Value of RESPECT, we are proud of who we are and we respect your story. We are a SAFE school.

Thornbury 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. Thornbury Primary school is committed to create and maintain an inclusive school environment consistent with our school values, we work and learn together in a number of ways:

- Each year TPS starts with 5 Deadly Days to reteach our Deadly Values
- Each week we have a Deadly Focus and celebrate this learning with PBS rewards
- We provide differentiated learning opportunities
- Leadership is embedded through the Nangit Balit Conference and program
- We are a Safe School
- TPS engages a range of Health Programs and Sexual Education
- Staff are provided professional development and supported in Trauma informed practices
- Emergency Lunches and State School Relief Fund Uniforms are provided to those families who require this support
- Dadirri is offered across our school as a school wide Wellbeing approach
- Dual enrolment with Croxton School to provide appropriate learning support
- Cultural and interest based engagement programs are provided
- A range of interest based Lunch Clubs are offered
- At the beginning of Foundation students are allocated a Year Five student as a 'buddy'. A relationship is fostered throughout the year through social and learning activities. Students in both Steiner and Mainstreams continue with the buddy throughout the following years to support children feeling safe, comfortable and secure in a new environment.
- We celebrating and acknowledge special events and days to raise awareness and develop inclusion:
 - Pride March
 - Harmony Day
 - Reconciliation Week
 - NAIDOC week
 - Yarning Conference
 - R U Okay Day?
- Crisis Response and Safety management systems have an inclusive approach embedded in them

Thornbury Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practises that label, stereotype or demean others. At Thornbury 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.

Thornbury 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 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 practises
- 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 Thornbury Primary 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, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Reasonable adjustments for students with disabilities

Thornbury 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 and Team around the learner 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](#), [Gender Inclusion Policy](#) and [Bully Prevention Policy](#) or contact the 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

- Included in staff handbook
- Discussed at annual staff briefings/meetings
- Discussed at student forums
- Included in transition “Gurrin Gurrin”
- Reminders in our school newsletter
- Hard copy available from school administration upon request

RELATED POLICIES

[Student Wellbeing and Engagement Policy](#)

[Statement of Values Policy](#)

[Bullying Prevention Policy](#)

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.

REVIEW CYCLE

- This policy was last updated on 13/02/2019 and is scheduled for review in February 2023