



**Wimba  
Primary  
School**



**Help for non-English speakers.**

If you need help to understand the information in this policy, please contact Wimba Primary School.

# Inclusion and Diversity Policy

## (Includes Equal Opportunity and Sexual Harassment)

### Purpose

The purpose of this policy is to explain Wimba 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 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 Wimba 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) have 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**

Wimba Primary School strives to provide a safe, inclusive, and supportive school environment which values the human rights of all students and staff.

Our school is culturally diverse with many families having a language background other than English (LBOTE). Due to its diverse population the school has a high number of students identified as having English as an Additional Language (EAL). With this in mind the school works hard in creating a culture that is inclusive, engaging and supportive, as well as embracing and celebrating diversity and empowering all students to participate and feel valued.

Wimba 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.

Wimba 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 Wimba 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.

Wimba 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., school sports, concerts, assemblies, camps, and all educational programs 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.

Wimba Primary School's values are excellence, community, curiosity, and integrity. Our values relate directly to all our learning together and are explicitly taught across all year levels.

**Integrity**—We are honest, open, trustworthy, and ethical;

**Curiosity**—We are lifelong learners who take a brave and inquisitive approach to the world around us;

**Community**—We respect the rights of others, celebrate our diversity, and contribute to building an inclusive and thriving school and community.

**Excellence**—We strive to do our best and to continually improve in our learning and our work. As further outlined in our Student Wellbeing and Engagement policy we engage in various

School Wide Positive Behaviour Support (SWPBS) programs and initiatives to promote inclusion and diversity. In addition to this the delivery of our EAL and SEL program and our alliance with the Western English Language school further enhances and provides students with key supports regarding cultural diversity and inclusion.

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 Wimba 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.

## Reasonable adjustments for students with disabilities

Wimba 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 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
- included in staff induction processes and staff training
- included in staff handbook/manual
- discussed at annual staff briefings/meetings
- discussed at student forums
- discussed at parent information nights/sessions
- reminders in our school newsletter
- hard copy available from school administration 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](#)
- Related Policies:
  - Statement of Values and School Philosophy
  - Bullying Prevention Policy
  - Student Wellbeing and Engagement Policy
- Other resources:
  - [Safe Schools | Victorian Government \(www.vic.gov.au\)](#)

## Policy review and approval

Policy last reviewed	June 2023
Approved by	Principal
Next scheduled review date	June 2025- to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter.