

# INCLUSION AND DIVERSITY POLICY

## (includes Equal Opportunity and Sexual Harassment)

### PURPOSE

The purpose of this policy is to explain Gisborne Secondary College'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 Gisborne Secondary College.

### 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

Gisborne Secondary College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Gisborne Secondary College is a co-educational secondary school located in Gisborne, Victoria. It is roughly a 50:50 split of students identifying as male and female.

Gisborne Secondary College 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.

Gisborne Secondary College 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 Gisborne Secondary College 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.

Gisborne Secondary College 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. schools sports, concerts, presentation balls, formals, 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.

We are committed to supporting the rights of the LGBTQi+ community and fly the Rainbow flag at the front of the College. We have an active Pride Crew who are supported by outside agencies (Cobaw Health) as well as through our own Respectful Relationships programs. We are part of Safe Schools Victoria and this is evident in our inclusion and diversity practices. We encourage and support students who wish to self-identify with regards to their gender and preferred gender pronouns. We also celebrate the LGBTQi+ community by actively participating in Wear It Purple Day and IDAHOBIT. Gisborne Secondary College works with the Tomorrow Man and Tomorrow Woman Programs to increase awareness of issues surrounding inclusion and diversity. We are an eSmart school who regularly works in the space of cyber safety by running programs like Digital Thumbprint at the College to speak with students and parents about their responsibilities around staying safe online and not engaging in behaviours which discriminate against others.

We support students in our community who identify as ATSI, and employ a Koorie Support Officer to advocate for their needs through regular support groups. We fly the ATSI flags at the front of the College and run cultural events and celebrations throughout the academic year.

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 Gisborne Secondary College. 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.

At Gisborne Secondary College we run Bystander training to improve the safety of our community and empower young people to speak out against discriminatory practices. Students who have unfortunately experienced or witnessed these kinds of behaviours are supported through the implementation of Bullying Undertakings and restorative practices.

### **Reasonable adjustments for students with disabilities**

Gisborne Secondary College 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 Wellbeing Team Leader or Inclusion Leading Teacher 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**

Relevant school policies:

- Student Wellbeing and Engagement
- Statement of Values and School Philosophy
- Bullying Prevention

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:

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

#### POLICY REVIEW AND APPROVAL

Policy last reviewed	May 2023
Consultation	May 2023
Approved by	Principal
Next scheduled review date	May 2026