



Rationale

Discrimination refers to any behaviour or practice based upon assumption that one group is superior to another or that may behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions.

Discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from all forms of discrimination. Including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

Aim

To provide a safe and inclusive school environment. Free from all forms of discrimination, discriminatory practice and beliefs, that promotes personal respect, values diversity and provides both physical and emotional safety. An environment where all members of the school community feel welcome and supported. We aim to increase the sense of belonging to and engagement with the school for students from all backgrounds, including cultural and religious, regardless of personal characteristics such as disability, health condition or gender identity.

Implementation

- All staff will be made aware of the legislative requirements relating to discrimination
- All staff will complete DET online workplace Discrimination and Sexual Harassment training
- Professional Development relating to discrimination will be provided for all staff, who in turn will model and practice appropriate non-discriminatory behaviour
- Staff, students and members of the school community will be familiar with the school's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities
- Altona Meadows Primary School staff will build effective relationships with parents or carers, students and staff from diverse cultural, linguistic and religious backgrounds
- Our school will ensure that all groups who are affected by decision making processes and outcomes will be meritorious and free from discrimination
- All decision making processes will be open to scrutiny, with processes for appealing decisions and for regular reviewing of processes to be adopted
- All claims of discrimination will be treated confidentially, documents on Compass and promptly and constructively addressed
- Unresolved school level issues may be referred by the Principal or either party involved to the appropriate authorities
- The rights and sensitivities of all individuals will be protected
- School Council will communicate in plain language, avoiding unnecessary jargon and also other means of reaching parents with literacy difficulties such as open meetings and assemblies where possible
- Curriculum content will be free from discriminatory content, but will analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices
- Altona Meadows Primary School Dress Code will be developed and maintained to treat students equally, protect students against discrimination and uphold human rights requirements

Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council in....

June 2021