

## HUME CENTRAL SECONDARY COLLEGE INCLUSION AND DIVERSITY POLICY

### PURPOSE

The purpose of this policy is to explain Hume Central 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. Hume Central Secondary College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For staff, this policy should be read alongside the Department of Education and Training's [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 Hume Central Secondary College.

Any form of discrimination or harassment is unacceptable at Hume Central Secondary College. The inclusion and Diversity Policy applies within the College, while travelling to or from school or while engaged in any official school sanctioned activity or event.

### GUIDING PRINCIPLES

The College is committed to creating a school community where all members acknowledge and celebrate the diversity of backgrounds and experiences in our school community. We will not tolerate behaviours, language or practices that label, stereotype or demean others.

We promote a school community in which everybody feels valued, respected and safe, and where individual differences are appreciated, understood, and accepted.

We acknowledge our role as educators, peers and role models to provide a positive and safe place where our students are free to explore themselves and their world, and to practice the skills necessary for them to become fully educated, aware, compassionate and empowered citizens.

### RIGHTS and RESPONSIBILITIES

All members of the community have the right to feel comfortable and safe and everyone has a responsibility to develop empathy for the wellbeing of others.

### 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.

*Sexism:* This refers to prejudice, discrimination, or antagonism directed against someone of a different sex (typically towards women and girls). It is often related to stereotypes and gender roles and may include the belief that one sex or gender is intrinsically superior to another.

*Disability harassment:* humiliating comments or actions about a person's disability.

*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).

*By-stander:* This involves being a spectator to any form of discriminatory action, and not intervening or speaking out. Being a by-stander means the person is ignoring their community responsibility to contribute to the safety and wellbeing of others.

### **Inclusion and diversity**

Hume Central is a rich, culturally diverse community: 78% of non-English speaking background and nearly 30% have been in Australia less than 5 years. The College values are focused around celebrating: **Diversity, Achievement and Success** for all students at the College and beyond.

Hume Central 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.

Hume Central 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 Hume Central 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.

### **Hume Central 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 (eg schools sports, concerts, celebration events/days) 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 Hume Central Secondary College. 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**

Hume Central 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 Information Booklet, Student Learning Behaviour Policy and or contact your child's Team Leader or PSD Leader for further information.

### **RELATED POLICIES AND RESOURCES**

DET *Student Wellbeing and Engagement*, *Statement of Values* and *Bullying Prevention* policies.

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 School Policy and Advisory Guide are:

▪ Inclusive Education	▪ Safe Schools	▪ Teaching Aboriginal and Torres Strait Islander Culture
▪ Koorie Education	▪ Supports and Services	▪ Program for Students with Disabilities

### **REVIEW**

This policy will be reviewed as required or due to changes in regulations or circumstances.

Date Reviewed	To Be Reviewed	College Council
May 2021	3-4 Years	NA