

ANTI-DISCRIMINATION POLICY

Definition:

- Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another. It is any 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.

Rationale:

- Discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from discrimination in all forms.

Aims:

- To provide a fair and supportive environment free from all forms of discrimination, discriminatory practice and beliefs, that promotes personal respect, values diversity, and provides physical and emotional safety.

Implementation:

- All staff will be made aware of the legislative requirements relating to discrimination.
- All staff will complete DEECD Workplace Discrimination & Sexual Harassment training.
- Staff, students and members of the school community will be informed about the school's approach to anti-discrimination.
- Our school will ensure that relevant groups who are affected by decision-making outcomes are consulted, their input will be treated fairly, and decision-making processes and outcomes will be meritorious and free from discrimination.
- All decision-making processes will be open and transparent.
- All claims of discrimination will be treated confidentially, documented, 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 English, avoiding unnecessary jargon.
- Curriculum content will be free of discriminatory content.

Evaluation:

- This policy will be reviewed every three years.

Ratified by School Council, 11th August, 2010

