



# Inclusion and Diversity Policy

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## Help for non-English speakers

If you need help to understand the information in this policy please contact the administration team at Saltwater P-9 College via email [saltwater.p9.co@education.vic.gov.au](mailto:saltwater.p9.co@education.vic.gov.au)

## PURPOSE

The purpose of this policy is to explain Saltwater P-9 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 Saltwater P-9 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, 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

Saltwater P-9 College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Saltwater P-9 College is a co-educational college located in Point Cook, approximately 22 kilometres southeast from Melbourne's Central Business District (CBD). Opened in 2019 in Point Cook's growth corridor as part of the Victorian Education State's 100 Schools Initiative, the school operates as a P–9 Primary School across 2 campuses.

The school site includes a main open plan building with several transportable classrooms that accommodate P–6 students. A multipurpose gym, fully equipped kitchen, and dedicated specialist classrooms for the Arts offer modern facilities for students.

The school is about to enter another significant stage of construction with additional school buildings scheduled to be completed in 2027. This stage will encompass a multipurpose building for the Year 7 – 9 students. The school grounds include recreational areas and spaces for outdoor learning.

The school's F–9 curriculum framework incorporates the eight learning areas required by The Education and Training Reform Act 2006 aligned with the Victorian Curriculum. In 2015 the school gained accreditation for the International Baccalaureate - Primary Years Program.

Classroom teaching and learning is supported by the provision of a specialist curriculum. Physical Education (PE), Languages other than English (LOTE) Spanish, Wood Technology, Food Technology, Music, Drama, and Visual Arts, are some of the specialist areas provided by the school. A range of strategies and programs to support students including extension and assisted learning programs are provided by the school.

Saltwater P-9 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.

Saltwater P-9 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 Saltwater P-9 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.

Saltwater P-9 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 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 Saltwater P-9 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.

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

Saltwater P-9 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 a member of the Wellbeing team on 03 8366 7700 for further information.

### **Cultural and Class Celebrations**

Our school is a multicultural community with a broad range of political, cultural and religious beliefs and viewpoints.

The school will:

- celebrate all special occasions including Christmas, Easter and Diwali. Our end-of-year concert may have a Christmas theme and include Santa Claus and Christmas carols etc; but we will also ensure that the program invites other groups to participate and feature their own cultural celebrations at the same time.
- explore other cultural celebrations that occur within families across the school, and will provide opportunities for children and families to celebrate their special occasions throughout the school year.
- ensure that no child will have to partake in cultural celebrations that they or their parents do not approve of and will instead be provided with alternative activities.
- feature multicultural events and occasions as regular features of our school's calendar and our multiculturalism will be celebrated.

### **Complaints Procedures**



Saltwater P-9 College encourages all members of the school community to attempt to resolve complaints and concerns through the school. All complaints will be treated confidentially, fairly and consistently, and resolved as promptly as possible. Any member of the school community who raises an issue of discrimination, harassment, bullying or vilification in good faith will not be victimised or otherwise unfairly treated or disadvantaged. All complaints of victimisation will be taken seriously, investigated and acted upon as quickly as possible. Complaints procedures exist to provide an avenue to address unacceptable behaviour. Complaint procedures are designed to explain what to do if you believe you have been discriminated against, harassed, sexually harassed, bullied, vilified or victimised, and/or your complaint is about your education or employment at Saltwater P-9 College or goods/services provided by Saltwater P-9 College. (See Complaints Policy for more 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
- Included in transition and enrolment packs
- 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.

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	14.11.2024
Consultation	Wellbeing Sub Committee, Student Representative Committee, Executive Leadership on Thursday 14 <sup>th</sup> November 2024
Approved by	Principal
Next scheduled review date	14.11.2027