

INCLUSION AND DIVERSITY POLICY

(Includes Equal Opportunity and Sexual Harassment)

Position Held On Council: President	Toneea Watson	Date: 25 th February 2025
Principal:	Lyn Coulter	
	Date To Be Reviewed:	February 2028



Help for non-English speakers

If you need help to understand the information in this policy please contact the Administration Office.

PURPOSE

The purpose of this policy is to explain Robinvale 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 Robinvale 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

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

The staff and community of Robinvale College pride ourselves on our inclusive and supportive school environment. We are a community with a high amount of cultural diversity and socioeconomic diversity, actively supporting, respecting and welcoming students and staff from a range of backgrounds and with a range of diverse needs including but not limited to, Aboriginal and Torres Strait Islander, Pacific Islander, students and staff from culturally and linguistically diverse backgrounds, students who are identified as vulnerable, at risk and those with additional learning needs or disabilities.

Robinvale 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.

Robinvale 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 Robinvale 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.

Robinvale 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, Deb Balls) 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.

Robinvale College also provides the following program and supports to target the specific needs of all students, particularly the needs of Aboriginal and Torres Strait Islander children and their families, Pacific Islander children and their families, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable:

- Clontarf Academy
- Koorie Girls Academy
- Program for Students with Disabilities
- Homework Club
- Breakfast Program
- Lunchtime Activities
- Navigator and Out of Home Care Coordinator
- Community Liaison Officer
- Drs in Secondary Schools Program
- Secondary School Nurse
- Wellbeing Coordinator
- Behaviour Coach / Specialist
- Onsite Maternal Child Health Nurses
- Access to Student Support Services
- Access via referral to external services and supports

This is in addition to the professional development and training that is regularly provided to school staff in the areas of:

- School Wide Positive Behaviours
- Berry Street Education Model
- Respectful Relationships
- Cultural Understanding and Sensitivity Training
- Mandatory Reporting

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 Robinvale College. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement and Anti-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

Robinvale 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 will also 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 Assistant Principal, Student Services for further information.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website and links via our social media pages
- Included in staff induction processes and staff training
- Discussed at annual staff briefings/meetings
- Discussed at student forums including assemblies and during Learning Coach
- 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

- Student Wellbeing and Engagement Policy
- Statement of Values and School Philosophy
- Duty of Care Policy
- Anti-bullying and Harassment Policy
- Healthcare Needs Policy
- Complaints Policy
- Child Safety Code of Conduct
- Child Safety Responding and Reporting Obligations Policy

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	25 th February 2025
Approved by	Lyn Coulter, Principal
Next scheduled review date	February 2028