

Inclusion and Diversity Policy (includes Equal Opportunities and Sexual Harassment)



Help for non-English speakers.

If you need help to understand the information in this policy, please contact the college 5996 3544 or cranbourne.sc@education.vic.gov.au

Purpose

The purpose of this policy is to explain Cranbourne 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. 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 Cranbourne Secondary 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) have 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

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

Cranbourne Secondary College is a well-established school in the outer southeast of Melbourne. The College is highly committed to the Learning and Wellbeing of every young person enrolled at the school. The school values of Learning, Care, Contribution and Community are present in our daily actions both inside and outside the classroom. Our approach to Teaching and Learning and Curriculum design enables all students to achieve their best. This is complemented by our broad pathway offerings and supporting programs to enable all students to identify current and future learning goals and aspirations.

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The student and community consist of a broad range of cultural and linguistic groups. Building positive relationships and partnerships with students, families and the broader community is highly valued by the College. Our implementation of School Wide Positive Behaviour Support (SWPBS) framework supports and greatly influences how we build and maintain positive relationships and supports for learning and wellbeing.

Cranbourne 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.

Cranbourne 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 Cranbourne 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.

Cranbourne 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, such as school sports, school productions and performances, camps and excursions, celebrations and assemblies 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 all 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 Cranbourne Secondary 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.

Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.

Reasonable adjustments for students with disabilities

Cranbourne 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 Student Wellbeing and Engagement policy or contact our Inclusion Leader or further information.

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Communication

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

- Available publicly on our school's website
- Available on Compass School Documentation
- Included in staff induction processes and staff training
- Discussed at student forums
- Reminders in our school newsletter
- Hard copy available from school administration upon request

Related policies and resources

- Cranbourne Secondary College policies and resources relevant to this policy include:
 - Student Wellbeing and Engagement
 - Statement of Values and School Philosophy
 - Bullying Prevention
 - Complaints
- For staff, please see the Department's policies which apply to all staff working at our school.
 - [Equal Opportunity and Anti-Discrimination Policy](#)
 - [Sexual Harassment Policy](#)
 - [Workplace Bullying Policy](#)

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	Term 2, 2023
Consultation. Consultation for this policy is mandatory	RESP student focus group; Term 1 & 2 2023 Policy Reference Group: Term 2 2023 Principal and student reference group: Term 2 2023 School Council
Approved by	David Caughey Principal
Next review date	Term 4, 2026