



POLICIES AND PROCEDURES

Terms defined under this Policy use title case, and are outlined in detail on page 7.

The School is committed to:

- ensuring all students are treated with respect and dignity at all times;
- ensuring students are not discriminated against and, where practicable, are accommodated to participate in education and all school activities;
- creating an environment that supports, reflects and promotes equitable and inclusive behaviours and practices;
- acknowledging and responding to the diverse needs, identities and strengths of all students;
- encouraging empathy and fairness towards others;
- challenging stereotypes that promote prejudicial and biased behaviours and practices;
- consulting with students and families about how to make the School a more inclusive space;
- contributing to positive learning, encouragement and wellbeing outcomes for students; and
- providing education and resources for staff to equip them with the knowledge, skills, practices and attitudes to support inclusion and equity.

Consistent with the School's commitment and responsibilities, the School:

- appoints students and staff to appropriate equity and diversity leadership and support roles, such as the PRISM group;
- makes acknowledgements of country at School events and gatherings;
- recognises and celebrates multicultural events and occasions;
- establishes programs including support groups, discussion spaces as well as events, activities and access to resources that provide education and support for all students;



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The School's strategies to acknowledge and appreciate the strengths of Aboriginal and Torres Strait Islander cultures include:

- teaching Australian history as part of the curriculum and adhering to the Australian curriculum;
- educating staff about Child Safe Standards, including cultural sensitivity training, with the expectation that staff are sensitive to cultural understanding as per MO1359; and
- opening significant school gatherings with an Acknowledgement of Country.

Racism is not tolerated. Instances of racism are dealt with and addressed with appropriate consequences according to the applicable Bullying, Violence, Harassment and Dis .71ttpgn717 0 Td()Tj .217 Td[3 c3 (c

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any inappropriate behaviour are encouraged to speak up and inform their teachers, Head of Wellbeing, School Chaplain, parents or carers.

A parent or other member of the community can also use the Parents and Community Complaints and Grievance Policy.

Appropriate measures will be taken consistent with the School's _____ and the _____, as applicable. students who are involved in inappropriate behaviour will be supported to understand the impact of their behaviour.

- The School acknowledges that information about a student's protected attributes is personal information. This information can also be 'sensitive information' which is subject to higher privacy protections.
- The School's _____ outlines how it treats information about personal information, including sensitive information.

Breach of this Policy by Staff may result in disciplinary action, up to and including termination of employment or engagement with the School.

_____ under this Policy means treating, or proposing to treat, a person unfavourably because of their disability. Examples of Direct Discrimination include refusing to enrol a student on the basis of their disability, only allowing part-time enrolment of the student, or refusing to allow the student to participate in certain activities such as camps, excursions or sports.

_____ can mean:

- a. total or partial loss of a bodily function; or
- b. the presence in the body of organisms that may cause disease; or
- c. total or partial loss of a part of the body; or

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The School recognises that consultation is important to ensure students are empowered to be involved in decisions that affect them, their health and well-being.