

## INCLUSION AND DIVERSITY POLICY

### POLICY REVIEW AND APPROVAL

Policy last reviewed	November 2022
Consultation	School Council and Policy Subcommittee
Approved by	Principal
Next scheduled review date	November 2027



#### Help for non-English speakers

If you need help to understand the information in this policy please contact the JMSS Office: (03) 9905 1002 or [john.monash.ss@education.vic.gov.au](mailto:john.monash.ss@education.vic.gov.au)

### PURPOSE

The purpose of this policy is to explain John Monash Science School’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 John Monash Science School.

### POLICY

#### Definitions

*Protected 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**

John Monash Science School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

John Monash encourages student voice and agency. One aspect of this is student-led clubs and interest groups. Clubs and Interest Groups are a fantastic opportunity for like-minded students to meet and connect and to develop meaningful relationships with their peers. All of our clubs celebrate the diverse interests and characteristics of our student body and some include;

- Queer Club
- Islamic Prayer Club
- Catalyst – Biblical discussion
- Interact
- Origami

John Monash Science School 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.

John Monash Science School 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 John Monash Science School 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.

John Monash Science School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity. This will occur formally through student Personal Development days and informally by the language and behaviour staff use to promote inclusivity.
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, camps, etc.) 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 John Monash Science School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *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. Where an individual is not satisfied with the response to their complaint, they should follow the actions outlined in the school's Complaints Policy.

John Monash Science School uses restorative practice and education to challenge non-inclusive behaviour. The school's approach is based adjusted to the context in which the behaviour occurred, but ultimately aims that when students bully or harass others on the basis of their personal attributes, they will be supported to understand the impact of their behaviour.

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

John Monash Science School 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 contact the Assistant Principal (Wellbeing, Achievement & Empowerment) for further information.

## **COMMUNICATION**

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

- Available publicly on the [School Policy site](#)
- Included in staff induction processes and annual staff training
- Included in volunteer induction processes and training for relevant volunteers
- Discussed at staff briefings or meetings
- Included in staff handbook or manual
- Discussed at parent information nights/sessions
- Discussed at student forums/through communication tools

## **RELATED POLICIES AND RESOURCES**

This policy should be read in conjunction with the following school policies:

- Statement of Values and School Philosophy
- Student Wellbeing and Engagement Policy

- Complaints policy
- Duty of Care Policy
- Bullying Prevention 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](#)