



Manor Lakes P-12
College

POLICY

Student Inclusion and Diversity

Ratified: 10th May 2023



Purpose

The purpose of this policy is to explain Manor Lakes P-12 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 Manor Lakes P-12 College.

Scope

This policy will apply to all staff, paid and un-paid, students, members of the school community, and will be embedded into all school programs and extra-curricular activities.

Definitions

The following terms in this policy have specific 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).

Policy

Inclusion and Diversity

Manor Lakes P-12 College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. We are 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.



Manor Lakes P-12 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 Manor Lakes P-12 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.

Manor Lakes P-12 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 (eg schools sports, concerts, assemblies, graduations 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

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 Manor Lakes P-12 College. 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.

Reasonable Adjustments for Students with Disabilities

Manor Lakes P-12 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 the Wellbeing/Inclusion Leader in the appropriate sector.

Related Policies and Resources

This policy is to be read in conjunction with other related school policies, procedures, and codes. These include our:

- [Bullying Prevention Policy](#)
- [Child Safety Code of Conduct](#)
- [Complaints Policy](#)
- [Student Wellbeing and Engagement 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.



Related Department of Education and Training policies

- [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](#)

Review cycle and evaluation

Created date	1st August 2022
Consultation	<ul style="list-style-type: none"> - Emailed to all School Council members for feedback and review 5th May 2023. - Nil feedback given. Council ratified all policies 10th May 2023 - Compass post to all students, guardians and staff requesting feedback sent 26th of May 2023. Posts included PDFs of all policies. - All guardians with Compass App sent push notification of above post 26th of May 2023. - Newsletter notice to Primary families requesting feedback emailed 26th May 2023. - Newsletter notice to Secondary families requesting feedback emailed 26th May 2023. - Seesaw reminder post to Supported families requesting feedback sent 1st June 2023 - Community consultation ended 7th June 2023. - Feedback/submissions received - nil.
Endorsed by	Scott Dellar, Principal
Endorsed on	10th May 2023
Next review date	3 years