FALLS CREEK PRIMARY SCHOOL
INCLUSION AND DIVERSITY POLICY
(includes Equal Opportunity and Sexual Harassment)

Help for non-English speakers
If you need help to understand this policy, please contact Falls Creek Primary School.

Purpose
The purpose of this policy is to explain how Falls Creek Primary School' works to make sure every member of our school community is treated with respect and dignity, regardless of their background or personal attributes. This policy should be read alongside the following department policies:

- Equal Opportunity and Human Rights - Students
- For staff, the Respectful Workplaces policies (including Equal Opportunity – Employees, Sexual Harassment – Employees and Workplace Bullying) as these whole of department policies apply to all staff at Falls Creek Primary School.

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

Falls Creek Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Falls Creek Primary 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.

Falls Creek Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we do not tolerate behaviours, language or practices that label, stereotype or demean others.

At Falls Creek Primary 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.

Falls Creek Primary School 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 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 victimized.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes is not tolerated at Falls Creek Primary 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.

Reasonable adjustments for students with disabilities

Falls Creek Primary 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 in accordance with the department's Students with Disability Policy. Reasonable adjustments are 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 Alina Sharpe - Student Support Services - Occupational Therapist (Ovens Murray Department of Education) alina.sharpe@education.vic.gov.au or 0437 964 479.

COMMUNICATION

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

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Included in school council induction materials
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Discussed at student forums
- 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

The following school policies are relevant to this policy: Student Wellbeing and Engagement Policy

- Child Safety [and Wellbeing] Policy
- Statement of Values and School Philosophy
- Bullying Prevention policies

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:

- Child Safe Standards
- Disability Inclusion Funding and Support
- Disability Inclusion Profile
- Equal Opportunity and Human Rights - Students
- Koorie Education
- Languages and Multicultural Education Resource Centre (LMERC)
- LGBTQIA+ Student Support
- Preventing and Addressing Racism in Schools
- Refugee Education Support Initiatives
- Safe Schools
- Schools - culturally safe environments guidance
- Student Wellbeing and Engagement
- Student Leaders for Multicultural Inclusion
- Students with Disability

POLICY REVIEW AND APPROVAL

Policy last reviewed	16/06/2026
Consultation	Consultation with School Council meeting 16/6/2026 (Consultation recommended not mandatory).
Approved by	Principal
Next scheduled review date	June 2029 [noting that the recommended minimum review cycle for this policy is 3 to 4 years]