



MIRBOO NORTH 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 Mirboo North Primary School on (03) 5668 1375 or email mirboo.north.ps@education.vic.gov.au

PURPOSE

The purpose of this policy is to explain Mirboo North Primary 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 Mirboo North 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

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

Mirboo North Primary School's motto is "working together". Working together with parents and the broader community to provide opportunities to develop caring, confident and capable children who have positive attitudes towards themselves, learning and life.

The school aims to nurture responsible, confident and caring students who have a healthy self-esteem, self-discipline and respect for others and their property whilst contributing positively to society. We aim for our children to embrace challenges to further their learning.

Mirboo North Primary School is committed to providing every child with the opportunity to achieve and experience success. Such success can be measured through adding value to an individual's needs. Curriculum delivery is strongly based on assessing a student's needs, highlighting strengths and working both academically and socially towards maximizing learning and wellbeing.

We offer the students an attractive, safe and stimulating learning environment. The classroom is enriched with a range of extra-curricular activities. The bi-annual school production, our Picture Book Competition, camps and excursions, participation in varying levels of sport, arts performances and community service are complemented by an annual BeYou events, playgrounds, lunchtime activities and breakfast club.

Mirboo North 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.

Mirboo North Primary 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 Mirboo North 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.

Mirboo North 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 (e.g. schools sports, concerts) 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.

As part of respectful relationships and BeYou curriculum our staff and school community will commit to teaching from this curriculum that promotes inclusion and diversity in our school and community.

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 Mirboo North 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.

Our commitment to being free from bullying will be evident in all staff and children's day to day interactions at Mirboo North Primary School. If not, we again will ensure that inappropriate behaviour will be addressed through classroom teachers and then via our welfare team as required.

Reasonable adjustments for students with disabilities

Mirboo North 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. 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 or Parent Support Group meetings 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](#).

COMMUNICATION

This policy will be 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 staff handbook/manual
- discussed at annual staff briefings/meetings
- discussed at student forums
- discussed at parent information nights/sessions
- reminders in our school newsletter
- hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

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](#)

•

POLICY REVIEW AND APPROVAL

This Policy was adopted and ratified at the School Council Meeting held at Mirboo North Primary School

On 18th June 2025

Signed: Veronica Halliday

School Council President

Signed: Matthew Snell

Principal

Next Review _____ June 2028 _____