



INCLUSION AND DIVERSITY POLICY



Help for non-English speakers

If you need help to understand the information in this policy, please contact North Geelong Secondary College on 03 5240 5800 or north.geelong.sc@education.vic.gov.au.

PURPOSE

This policy aims to explain North Geelong Secondary College's commitment to ensuring every member of our college 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 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 North Geelong Secondary College

DEFINITIONS

Personal attribute: a personal characteristic 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 that 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 based on their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has alleged discrimination or harassment based on a protected attribute (or asserted their rights under relevant policies or law).

POLICY

College Statement

North Geelong Secondary College was established in 1966 and is a single Year 7-12 campus. It is a creative, caring, and diverse college, where students grow into diverse learners by engaging in our imaginative and intellectually rigorous learners. North Geelong Secondary College is designated by the Department of Education as a 'school of choice'.

At the time of policy approval, North Geelong Secondary College has approximately 950 students enrolled and 130 staff.

In addition, our college is culturally diverse with 22% of families having English as an additional language (EAL), 33.3% are from a Language Background Other Than English (LBOTE), 8% from a refugee background and 3% from Aboriginal and Torres Strait Islander (ASTI) background.

Inclusion and diversity

North Geelong Secondary College strives to provide a safe, inclusive and supportive environment which values the human rights of all students and staff.

Our college values of "Respect, Excellence, Achievement, Diversity" are the bedrock of all college activities and are continuously promoted in the wider college community.

North Geelong Secondary College is committed to creating a community where all members of our college community are welcomed, accepted and treated equitably and with respect regardless of their background or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at the college.

North Geelong Secondary College acknowledges and celebrates the diversity of backgrounds and experiences in our college community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At North Geelong Secondary 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.

North Geelong Secondary 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 college activities (e.g., college sports, concerts, camps) 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
- promote committees and clubs that celebrate diversity e.g., Multicultural Committee, Cultural Committee

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 North Geelong Secondary 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 college.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers and/or parents/carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

At North Geelong Secondary College students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.

Reasonable adjustments for students with disabilities

North Geelong Secondary 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/carers, their teachers and if appropriate, their treating practitioners. Our college 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 college *Student Wellbeing and Engagement* policy or contact the Disability Inclusion Leading Teacher for further information.

COMMUNICATION

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

- Available publicly on our college website
- Included in staff induction processes
- Included in transition and enrolment packs
- Included as annual reference in college newsletter
- Made available in hard copy from college 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 college.

POLICY REVIEW AND APPROVAL

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| Policy last reviewed | 08/03/2024 |
| Consultation | School Council 19/03/2024 |
| Approved by | Principal |
| Next scheduled review date | Before 11/2026 |