

# INCLUSION AND DIVERSITY POLICY (includes Equal Opportunity and Sexual Harassment)



## Help for non-English speakers

If you need help to understand the information in this policy, please contact the General Office

## PURPOSE

The purpose of this policy is to explain Ngurruga 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 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 Ngurruga 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 feels 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) have 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

Ngurruga School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. We are proud of the diversity within our school community. We value and celebrate the different cultural backgrounds, religions, abilities, and perspectives that make our school unique. All members of our community—including students, staff, parents/carers, and volunteers—are encouraged to participate fully in school life. We believe that everyone has something valuable to contribute, and we actively promote a culture of inclusion and mutual respect.

Ngurruga 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.

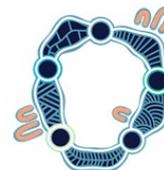
Ngurruga School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Ngurruga School we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Ngurruga School will:

- Actively nurtures and promotes a culture where everyone is treated with respect and dignity
- ensures 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, camps and excursions, concerts, graduation etc.) on the same basis as their peers
- acknowledges and responds to the diverse needs, identities and strengths of all students
- encourages empathy and fairness towards others
- challenges stereotypes that promote prejudicial and biased behaviours and practices
- contributes to positive learning, engagement and wellbeing outcomes for students
- responds to complaints and allegations appropriately and ensure that students are not victimised
- support students to socially affirm their gender identity at school and make adjustments and arrangements so the student can participate fully in all aspects of school life as their affirmed gender. We will refer to the [LGBTIQA+ Student Support](#) for any additional guidance on this.

At Ngurruga School we recognise that every child has unique skills, strengths and experiences to draw on and share with others. Through whole school events, activities, structured learning programs and specific celebration days we demonstrate pride in the diversity of our community. Our *Student Wellbeing and Engagement and Child Safety and Wellbeing* policies provide detailed information about the measures we have in place to support diversity and equity.

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 Ngurruga 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**

Ngurruga 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 policy on [Students with Disability](#). 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 General Office for further information.

## 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
- Discussed at annual staff briefings/meetings
- Included in transition and enrolment packs
- Discussed at parent information nights
- Reminders in our school newsletter
- Hard copy available from school administration upon request

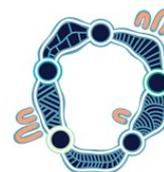
## RELATED POLICIES AND RESOURCES

- *Student Wellbeing and Engagement*,
- *Statement of Values Policy*
- *Child Safety and Wellbeing 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](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Preventing and Addressing Racism in schools](#)
- [Program for Students with Disabilities](#)
- [Refugee Education Support Initiatives \(RESI\)](#)



- [Student Leaders for Multicultural Inclusion](#)
- [Languages and Multicultural Education Resource Centre \(LMERC\)](#)
- [Schools - culturally safe environments guidance](#)
- [Disability Inclusion](#)
- [LGBTIQA+ Student Support: Policy](#)

## POLICY REVIEW AND APPROVAL

<b>Policy last reviewed</b>	August 2025
<b>Approved by</b>	Principal
<b>Next scheduled review date</b>	August 2029 To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3 – 4 years thereafter