

Inclusion and Diversity Policy

(Includes Equal Opportunity and Sexual Harassment)



MONMIA PRIMARY SCHOOL

- Learn and Achieve -

This policy was presented to School Council in October 2025



Help for Non-English Speakers

If you need help to understand the information in this policy, please contact the school office on 9364-1007.

Purpose

This policy is to explain Monmia 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 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 Monmia Primary School.

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, guardian 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).

Scope

Monmia Primary School strives to provide:

- a safe, inclusive and supportive school environment which values the human rights of all students and staff.
- a school community where all members 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.

Monmia Primary School acknowledges and celebrate 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 Monmia 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.

Implementation

Monmia Primary School will:

- ensure that all students and members of our school community are 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 all school activities (eg school sports, concerts, camps and excursions) 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
- include pro-social values and behaviour to enable students to acquire knowledge and skills, value diversity and build a culture of learning, community and engagement
- promote active student participation and provide students with a sense of ownership of their environment
- support families to engage in their child's learning and build their capacity as active learners
- establish social/emotional and educational support for vulnerable students and monitor and evaluate progress
- have processes in place to identify and respond to individual students who require additional assistance and support
- build strong links with the local community to gain access to an extended network of community members, professionals and educators who can provide expertise and experience that can build the capacity of our school and our teachers to respond to the needs of the students
- collaboratively develop and implement a fair and respectful whole-school engagement and behaviour management approach.

More specifically Monmia primary School has an established culture where the following strategies are implemented:

- implementing a multicultural event each year to celebrate diversity and inclusion
- developing Individual Education Plans developed for students with disabilities, those in out of home care, students with Aboriginal and Torres Strait Islander background and Refugee students each term
- providing inclusive opportunities for student leadership roles
- designing student school uniforms that give opportunities for all students to engage in physical activity
- promoting the use of gender neutral language
- maintaining inclusion for each learning space for students with special needs

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 Monmia primary School. We will take appropriate measures, consistent with our Student Wellbeing and Engagement Policy and Bullying and Prevention Policy 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 guardians know about those behaviours to ensure that inappropriate behaviour can be addressed. 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

Our school 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 guardians, 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 your child's classroom teacher or contact a Principal Class member for further information.

Related Policies and Resources

For further details refer to the policy page [here](#)

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](#)
- [Students with Disabilities \(PSD\) and Disability Inclusion](#)

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
- Discussed at annual staff briefings/meetings
- Reminders in our school newsletter
- Hard copy available from school administration upon request

Evaluation

The program leaders will review this policy every 2 years.

Policy Last Reviewed

September 2025

Consultation

School Staff and Principal

Approved By

Principal 2025

Next Scheduled Review Date

September 2027

