

 BERWICK COLLEGE POLICY	TITLE	INCLUSION AND DIVERSITY		
	VERSION/YEAR	1/2024		
	PUBLISHED LOCATIONS	COMPASS – PARENT/STAFF/STUDENT, WEBSITE, INDUCTION, STAFF HANDBOOK (REFERENCE)		
	ISSUE DATE	AUGUST 2024		
	REVIEW DATE	JULY 2027		
	REVIEWED BY	ASSISTANT PRINCIPAL	APPROVED BY	PRINCIPAL
PURPOSE:	<ul style="list-style-type: none"> To ensure that Berwick College policies and procedures accurately reflect the College operations, vision, values, educational philosophy and strategic goals and meet all legislative, compliance and duty of care requirements. To provide policy and procedure direction to all staff, students, parents and volunteers of Berwick College. To ensure every member of our school community is treated with respect and dignity. 			
BACKGROUND:	<ul style="list-style-type: none"> Berwick College seeks to establish and maintain a high level of professional standards in relation to all activities within the College. This policy is in accord with the College’s Vision, Values and Service Standards. 			
RELATED DOCUMENTS:	<ul style="list-style-type: none"> Berwick College policy: Program for Students with Disabilities 			

RATIONALE:

Berwick College is committed 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 Example 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, 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).

IMPLEMENTATION:

Berwick College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. An inclusive education system enables all students to be welcomed, accepted and engaged so that they can participate, achieve and thrive in school life.

Berwick College 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.

Berwick College 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 Berwick 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.

Berwick 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 school activities (e.g. schools sports, concerts, Presentation Balls, formals) 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.

Berwick College has a supportive culture, one that encourages the school community to embody our ICARE values; Inquiry, Co-operation, Achievement, Resilience and Empathy and provides a range of study options and pathways to ensure that the academic program meets the individual needs of students. Staff implement initiatives such as the Respectful Relationships program and School Wide Positive Behaviour Strategies to support students and provide clear expectations around behaviour.

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 Berwick College. We will take appropriate measures, consistent with our Student Wellbeing and Engagement and Bullying Prevention 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. Restorative practices in addressing inappropriate behaviour is encouraged and is an effective way of ensuring students understand the impact of their behaviour on others and empowers students to be part of the solution.

Reasonable adjustments for students with disabilities

Berwick 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 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 policy, Program for Students with Disabilities or contact the Disability Inclusion Learning Specialist for further information.

EVALUATION:

- This policy will be reviewed every three years.