



IRAMOO PRIMARY SCHOOL No 5152

EQUAL OPPORTUNITY POLICY

Rationale:

Iramoo Primary School provides a welcoming, supportive, emotionally and physically secure learning and working environment for every member of the school community.

Our school recognises and promotes human rights and values the diversity of culture, beliefs, practices, customs, gender, physical and intellectual abilities and life experience of the whole school community.

Iramoo Primary School aims to create an inclusive school culture that fosters acceptance and respect for diversity. In doing so, we seek to deepen understanding and knowledge, promote student and staff wellbeing and help everyone achieve their full potential. This school is enriched by and celebrates the diversity of our whole school community.

That is why discrimination, harassment, vilification, bullying and victimisation will not be tolerated at our school *under* any circumstances

Iramoo Primary School is committed to ensuring that the working environment is free from discrimination, harassment, bullying, vilification and victimisation.

Aims:

- To comply with the State (Victorian) and Commonwealth equal opportunity legislation.
- To comply with the *Equal Opportunity Act 2010 (Vic)*.
- To promote and protect the right to equality as set out in the *Charter of Human Rights and Responsibilities 2006 (Vic)* and the *Racial and Religious Tolerance Act 2001 (Vic)*.
- To provide an environment that does not tolerate unlawful discrimination and provides equal opportunity for all.
- To provide role models which eradicate female/male stereotypes in order to widen options for all people
- To provide reasonable adjustments for children with disabilities so that they have the same educational opportunities as their peers without disabilities.
- To foster attitudes of tolerance towards other lifestyles and cultures, in order to open up opportunities to all children in a culturally non-threatening way.
- To provide redress for those who have been subject to discrimination.

Implementation:

- Our school values diversity and provides equal opportunity for all.
- A staff member will be appointed as the Equal Opportunity representative at our school to provide information and support to complainants or respondents.
- All staff must complete the online Workplace Discrimination, Harassment and Bullying Courses:
 - New staff to complete the Discrimination & Harassment and Bullying courses within 3 months of employment or as soon as possible;
 - All staff to complete the Discrimination, Harassment and Bullying – Refresher every three years after that.

- Staff to participate in professional learning activities to promote understanding, acceptance and respect for diversity in our school.
- Staff to include teaching and learning practices that incorporate and celebrate the diversity of our school community.
- Educate children to become aware that every child has the right to the use of space/facilities/activities through social skills programs (Program Achieve – You Can Do It).
- All children to have the opportunity to participate in school programs such as excursions, camps, school visits, Kids and Fruit, Life Education, InterSchool Sport and Choir regardless of financial status.
- The responsibility for a wide variety of school based public speaking activities should be equally shared between staff and students.
- Teaching materials and resources should be non-sexist and provide alternative role models.
- The composition of committees, panels, etc. will take into consideration gender representation.
- All staff members will be provided with a copy of this policy, and will be reminded of their rights and responsibilities in relation to the *Equal Opportunity Act 2010* (Vic), *Charter of Human Rights and Responsibilities 2006* (Vic) and *Racial and Religious Tolerance Act 2001* (Vic).
- The school's policies and practices will be regularly reviewed to ensure consistency with the Department of Education and Early Childhood Guidelines on Equal Opportunity, Discrimination and Harassment.
(http://www.education.vic.gov.au/hrweb/divequity/Pages/default_eeo.aspx)

Evaluation:

- A variety of evaluation strategies will be employed including the monitoring of classroom behaviour, yard use and curriculum resources.
- This policy will be reviewed as part of the school's three-year review cycle.