

1. Purpose & Rationale

The purpose of this policy is to explain Sandringham College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Sandringham College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. For staff, this policy should be read alongside the Department of Education and Training's [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 Sandringham College.

2. Policy Goals

Sandringham 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.

Sandringham 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 Sandringham 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.

3. Implementation

At Sandringham College we 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, 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.

3.1. Bullying, discrimination and harassment

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 Sandringham College. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* 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.

3.2. Reasonable adjustments for students with disabilities

Sandringham 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 contact your child's Year Level Leader, Assistant Principal Wellbeing and Engagement or College Inclusion Leader.

3.3. Koorie and Indigenous education

Sandringham College will work in partnership with students, parents and carers to develop appropriate strategies for improving student outcomes and to develop individualised learning plans. As a College we will aim to create a learning environment for students that acknowledges, respects and values Koorie and Indigenous cultures and identities. Sandringham College will utilise the KESO (Koori Education and Support Officer) and other DET initiatives to support the learning, development and education of Koori students.

3.4. LGBTIQ+

As a school Sandringham College does not tolerate discrimination on the basis of sex, gender and sexuality. As a school we actively support LGBTIQ+ students by:

- providing a positive, supportive and respectful environment
- respecting privacy and confidentiality in relation to all students
- supporting students who want to affirm or transition gender identity at school
- challenging all forms of homophobia and transphobia to prevent discrimination and bullying
- giving proper consideration to the impact of any requirement to participate in school activities according to gender identity or an assumption of heterosexuality (for example, school formals, sports activities, camps)
- inviting the young person and a family representative/carer to be part of the formulation of a school management plan (in cases where the student is a mature minor, refer to [Mature Minors and Decision Making](#))
- promoting an inclusive school environment
- ensuring that our policies, practices and activities are inclusive and do not have the effect of treating any student adversely because of their sex, gender or sexuality
- taking positive action to eliminate discrimination or harassment of students on the basis of their sex, gender or sexuality

4. Monitoring & Review

This policy was last updated on May 2020. Please refer to the Sandringham Policy Schedule for the next review date.

5. Definitions

DET – Department of Education and Training

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: humiliating comments or actions about a person's disability.

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).

6. References

This policy should be read in conjunction with the following school policies:

Sandringham College Student and Wellbeing Engagement Policy

Sandringham College Statement of Values and School Philosophy Policy

Sandringham 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 School Policy and Advisory Guide are:

[Inclusive Education](#)

[Koorie Education](#)

[Teaching Aboriginal and Torres Strait Islander Culture](#)

[Safe Schools](#)

SC-OP-21 Sandringham College Inclusion and Diversity Policy (Includes Equal Opportunity and Sexual Harassment)



[Supports and Services](#)

[Program for Students with Disabilities](#)

Policy Number	SC-OP-21	Last Approval Date	January 2022
Policy Owner	Sandringham College	Approved By	School Council
Policy Reviewer	Assistant Principal – Wellbeing and Engagement	Next Review Date	January 2024
Review Frequency	Document Availability	Policy Delivery	
<input type="checkbox"/> 1 Year <input type="checkbox"/> 2 Years <input checked="" type="checkbox"/> 3 Years <input type="checkbox"/> As Required <input type="checkbox"/> n/a	<input type="checkbox"/> College Website <input type="checkbox"/> Student Compass <input type="checkbox"/> Parent Compass <input checked="" type="checkbox"/> Staff Compass <input type="checkbox"/> Staff Information Drive <input type="checkbox"/> Enrolment Pack	<input type="checkbox"/> Annual Staff Meeting <input type="checkbox"/> Annual Parent Meeting <input type="checkbox"/> Annual Student Meeting <input type="checkbox"/> Annual School Assembly <input checked="" type="checkbox"/> Staff Handbook/Manual <input type="checkbox"/> College Newsletter <input type="checkbox"/> Staff DL	