

Rationale

All students and staff deserve, and have a right, to be provided with equal opportunities to succeed in all aspects of College life. This requires that students and staff are not discriminated against (directly or indirectly) on the grounds of personal characteristics such as age, disability, gender identity, physical features, race, religious belief, sex or sexual orientation.

Aims

To ensure that the College community works collaboratively to build a 'culture' where human rights and dignity are respected, and in doing so, the diversity of staff and students are respected. Every student and staff member of the College is encouraged to achieve their potential.

Implementation

1. General

- 1.1. Our College values diversity and strives to ensure that all students and staff receive equal status and equal opportunities to achieve their full potential.
- 1.2. Non-discriminatory language will be used within the College.
- 1.3. Achievements of all students and staff will receive public recognition where appropriate.
- 1.4. The student uniform policy will provide all students with safe and comfortable uniform options.
- 1.5. Our College leaders, including the principal, actively promote equal opportunities.
- 1.6. Information on how to prevent discrimination, harassment, bullying, vilification or victimisation, and where to seek help if these behaviours occur is made available to staff, students and families through various forms.

2. Students

- 2.1. All students will be treated with respect.
- 2.2. The College will incorporate Respectful Relationships education into their curriculum.
- 2.3. Appropriate anti-discrimination professional development will be provided for all staff.
- 2.4. Curriculum delivery will lead to equitable outcomes by enhancing student capacity to participate in all aspects of the College.
- 2.5. Our curriculum and practices will challenge stereotypical gender views, including historically discriminatory values, attitudes and roles.
- 2.6. Classes will operate in a manner that provides equal opportunities for all.

3. Staff

- 3.1. All staff will be treated with respect.
- 3.2. All staff will have equal opportunity for promotion and will be judged on their merits.
- 3.3. Processes are in place for complaints to be addressed and resolved in a fair and consistent manner.
- 3.4. All staff are accountable for maintaining equal opportunity standards.

- 3.5. The College regularly reviews communications materials (including College website, College newsletter, enrolment and parent information materials) to ensure there is equal opportunity.

Related Policies / Documents

A checklist for Victorian Government schools to assess or develop an Equal Opportunity (EO) and anti-harassment policy

http://www.education.vic.gov.au/hrweb/Documents/EO_Policy_Checklist.pdf

Respectful Relationships – Department of Education and Training

<http://www.education.vic.gov.au/about/programs/health/Pages/respectfulrelationships.aspx>

Grievances Policy

Uniform Policy

Student Wellbeing Policy

Evaluation

This policy was created in Term 3 of 2017

This policy will be reviewed as part of the College's annual review cycle