

Inclusion and Diversity Policy

(includes Equal Opportunity and Sexual Harassment)



Help for Non-English Speakers

If you need help to understand the information in this policy, please contact the General Office on 03 9571 7838.

PURPOSE

The purpose of this policy is to explain Glen Eira 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. 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 Glen Eira college.

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 based on their race or religion.

Victimisation:

subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of discrimination or harassment based on a protected attribute (or asserted their rights under relevant policies or law).

INCLUSION AND DIVERSITY

Glen Eira College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Glen Eira 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.

We acknowledge 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 Glen Eira 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.

Glen Eira 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. school 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
- work with families and/or agencies to provide support to young people

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 Glen Eira 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.

REASONABLE ADJUSTMENTS FOR STUDENTS WITH DISABILITIES

Glen Eira 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 **Student engagement and Wellbeing Policy** or contact our wellbeing team (wellbeing@gec.vic.edu.au) for further information.

LGBTIQ STUDENTS

Glen Eira College actively promotes an inclusive school environment for lesbian, gay, bisexual, transgender, intersex, queer and questioning (LGBTIQ) students. We are committed to taking positive action to eliminate discrimination based on sex, gender or sexuality, and supporting our 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 heteronormativity and cisnormativity (for example, school formals, sports activities, camps)
- inviting the young person and a family representative/carer to be part of the formulation of a Support Plan (in cases where the student is a mature minor, refer to [Mature Minors and Decision Making](#))

SUPPORT FOR STUDENTS AFFIRMING THEIR GENDER

Glen Eira College will support a student to socially affirm their gender identity at school and make adjustments and arrangements so the student can participate fully in all aspects of school life as their affirmed gender. This includes, but is not limited to, the following areas:

- School documentation and records – Glen Eira College will update all documentation and records to reflect the student's affirmed name, pronouns and gender.
- Toilets, change rooms and other facilities – the use of these will be based on the student's gender identity, or whichever facilities they feel most comfortable using. Accessible toilets and facilities will not be the only option given to students.
- Uniform – students will wear the uniform they are most comfortable wearing that meets the Glen Eira College Uniform Policy
- Participation in school camps, sports/PE school events or extra-curricular activities as their affirmed gender.
- Developing a Gender Affirmation Support Plan to assist in the gender affirmation process. The student will be at the centre of creating their own support plan and engaged in all decision making.

The Wellbeing Leader will invite parent/s (or carer/s) and the student to meet with our wellbeing team and a member of the principal class to develop a gender affirmation support plan and provide the family with resources and information on support networks.

Where there are circumstances in which students wish or need to affirm their gender without the consent of their parent/s (or carer/s), Glen Eira College will support the student as per the Department's [LGBTIQ Student Support](#) and [Mature Minors and Decision Making](#) policies.

State laws protect the privacy and confidentiality of student information. Information about a student affirming their gender will be limited to those staff who need to know to support students' wellbeing and comply with our duty of care. Glen Eira College will consult with and reach agreement with the student and where appropriate, their family, as to what information is necessary to be communicated to the broader school community.

All staff at Glen Eira College will:

- Respect the confidentiality of a student who shares their transgender or gender diverse experience, or desire to affirm their gender identity with them by ensuring the student is at the centre of all decision making
- Seek to understand how the student would like the school to support their gender affirmation, and offer to refer to the wellbeing team for support
- Consult with the wellbeing team as required

Year Level Coordinators will:

- Promote the school's commitment to diversity and inclusion, including the contents of this policy
- Inform staff who need to know of the arrangements in the student's gender affirmation support plan in order to support the student's wellbeing

Wellbeing staff will:

- Provide support to develop and action a gender affirmation support plan
- Provide resources and information on support networks to the student and family
- Provide ongoing wellbeing support to the student, including establishing regular Student Support Groups if required
- Provide support to staff through professional learning and briefings on the arrangements for the student where appropriate

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

FURTHER INFORMATION AND RESOURCES

<https://www.vic.gov.au/inclusive-language-guide>

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](#)
- [LGBTIQ Student Support](#)
- [Mature Minors and Decision Making](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	October 2024
Approved by	Principal
Next scheduled review date	October 2027

