

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 Carranballac P-9 College on 03 9395 3533 or carranballac.p9@education.vic.gov.au.

PURPOSE

The purpose of this policy is to explain Carranballac P-9 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 and Training 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 Carranballac P-9 College.

POLICY

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

Carranballac P-9 College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Carranballac P-9 College is a diverse and inclusive learning community. We acknowledge the rich cultural, linguistic, religious and social diversity of our students, families and staff and recognise that diversity strengthens our school. We are committed to creating an environment where all students experience a strong sense of belonging, feel valued for who they are and are supported to participate fully in all aspects of school life.

Through our commitment to the Child Safe Standards, Carranballac P-9 College actively promotes the cultural safety, participation and empowerment of all children and young people. We recognise and respect the identities, strengths and experiences of every student and work to ensure that all students feel safe, respected and included.

Carranballac P-9 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 Carranballac P-9 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.

Carranballac P-9 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) 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.

Cultural Safety and Inclusion

Carranballac P-9 College is committed to:

- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students
- valuing and respecting Aboriginal histories, cultures, identities and connections to Country
- promoting the cultural safety, participation and empowerment of students from culturally and linguistically diverse backgrounds
- ensuring that students with disability are safe, respected and able to participate equally in all aspects of school life
- supporting students from all family structures, backgrounds and lived experiences to feel welcomed and included
- fostering a school culture that values diversity, empathy, respect and understanding.

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 Carranballac P-9 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.

Preventing and Addressing Racism

Carranballac P-9 College is committed to fostering a welcoming, inclusive environment where racism is not tolerated.

We recognise that racism can negatively impact a student's wellbeing, engagement, learning and sense of belonging. The College actively promotes respect for diversity and works to build understanding, inclusion and intercultural awareness across our school community.

Consistent with the Department of Education's *Preventing and Addressing Racism in Schools Policy*, Carranballac P-9 College will:

- actively prevent and respond to incidents of racism, racial discrimination and racial vilification
- support students who experience racism and respond promptly to concerns raised by students, families or staff
- provide opportunities for students to learn about diversity, inclusion, respect and belonging
- promote positive relationships between people from diverse cultural, linguistic and faith backgrounds
- take appropriate action when racist behaviour occurs.

Students, staff and families are encouraged to report concerns about racism so that they can be addressed in a timely, respectful and supportive manner.

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.

Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour.

Reasonable adjustments for students with disabilities

Carranballac P-9 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 Wellbeing and Engagement* policy or contact the school for further information.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on the Carranballac P-9 College website and through Compass
- Included in staff induction processes and staff training
- Included in School Council induction materials
- Discussed at staff meetings and briefings as required
- Included in transition and enrolment information packs
- Discussed at parent information sessions as appropriate
- Referenced through school newsletters and other school communication channels as required
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

- [Child Safety and Wellbeing Policy](#)
- [Child Safety Code of Conduct](#)
- [Complaint Resolution Policy](#)
- [Duty of Care Policy](#)
- [Student Wellbeing and Engagement Policy](#)
- [Bullying Prevention Policy](#)
- [Statement of Values and School Philosophy](#)

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: Policy | education.vic.gov.au](#)
- [Students with Disability: Policy | education.vic.gov.au](#)
- [Koorie Education: Policy | education.vic.gov.au](#)
- [Koorie education resources | Koorie education resources | Arc](#)
- [LGBTIQA+ Student Support](#)
- [Program for Students with Disabilities \(PSD\) | vic.gov.au](#)
- [Preventing and addressing racism in schools](#)
- [Child safe standards](#)
- [Disability Inclusion Funding and Support](#)
- [Disability Inclusion Profile](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2026
Consultation	School Council June, 2026
Approved by	Principal
Next scheduled review date	March 2028

