

Diversity and Inclusion Policy

St Peter's Lutheran School



Scope	All School community members - staff, students, parents / guardians, School Board members.
Responsible Officer	Principal
Contact Officer	Principal
Authorisation	School Board
Date Introduced	May 2022
Next Review Date	May 2025 This policy will be reviewed every three years, or as required by legislation.
Relevant Legislation or Source	DET Work Place Bullying Policy Equal Opportunity Act 2010 (Vic) Charter of Human Rights and Responsibilities Act 2006 (Vic) Disability Discrimination Act 1992 (Cth) Racial Discrimination Act 1975 (Cth) Sex Discrimination Act 1984 (Cth) Age Discrimination Act 2004 (Cth)
Linked SPLS Policy	Enrolment, Anti-Bullying & Harassment, Child Safe, Code of Conduct
Linked SPLS Procedure / Guidelines / Plans	
Linked SPLS Forms / Checklists / Registers	
Key Words	Inclusion; Diversity; Race; Sexuality, Disability; Discrimination
Destination / Storage	Shared Staff Drive, Office Policy Folder, Website
Communication	Staff induction, cyclical staff training/meetings

Revision / Modification			
Date	Version	Summary	Policy/Procedure
17/05/2022	1.0	Policy Introduced	Diversity and Inclusion Policy



POLICY STATEMENT

1. RATIONALE

The purpose of this policy is to explain St Peter's Lutheran School's commitment to making sure every member of our School community, regardless of their background or personal attributes, is treated with care, dignity and respect. St Peter's Lutheran School strives to provide a safe, inclusive and supportive school environment for all students and members of our School community.

2. DEFINITIONS

Personal attribute: a feature of a person's background or characteristics that are protected by State or Commonwealth anti-discrimination legislation. For example: race, disability, sex, religion etc.

3. POLICY STATEMENT

3.1 Inclusion and diversity

St Peter's Lutheran School 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, cultural background, religious beliefs or disability so that they can participate, achieve and thrive within the School. This is framed around the principles of inclusion.

St Peter's Lutheran School acknowledges the diversity of backgrounds and experiences in our School community and will not accept behaviours, language or practices that label, stereotype or demean others.

St Peter's Lutheran School will:

- ensure that all students and members of our school community are treated with care, dignity and respect;
- ensure that students are not discriminated against and where necessary, are reasonably accommodated to participate in education and all School activities (eg sports, concerts, excursions, incursions, camps) 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.

St Peter's Lutheran School is committed to lifelong learning by providing an inclusive, supportive and nurturing community in which diversity is valued. Our innovative curriculum and culture of excellence creates a stimulating learning environment that engages and challenges students to achieve personal success and make positive contributions to society.

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their personal attributes will not be tolerated in our School community. 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.



St Peter's Lutheran School will take appropriate measures, consistent with its Behaviour Management and student welfare policies, to respond to discriminatory behaviour or harassment in our School. 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.

St Peter's Lutheran School also understands that it has a special obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist all students to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities through our Individual Learning Plan (ILP's) processes in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners.

3.2 Cultural Celebrations

Our School is a multicultural community with a broad range of political, cultural and religious beliefs and viewpoints. At the same time, our School is a School of the Lutheran Church of Australia, and we live in a predominantly Christian society with predominantly Christian views.

Multicultural events and occasions will be a feature of our School's calendar and our multiculturalism will be celebrated as appropriate to the Christian context of the School.

The School will:

- celebrate all of the typical special occasions including Christmas and Easter. Our Commencement and End of Year events will have Christian focus;
- explore other cultural celebrations that occur within families across the School.

3.3 Rights and Responsibilities

Under this policy, every member of St Peter's Lutheran School has the right to learn and work in a safe and inclusive environment free of discrimination, harassment, bullying, vilification and victimisation. Along with this right comes the responsibility to respect and promote human rights and responsibilities by behaving according to this policy.

3.4 Complaints Procedures

St Peter's Lutheran School encourages all members of the School community to attempt to resolve complaints and concerns through the school. All complaints will be treated confidentially, fairly and consistently, and resolved as promptly as possible. Any member of the School community who raises an issue of discrimination, harassment, bullying or vilification in good faith will not be victimised or otherwise unfairly treated or disadvantaged. All complaints of victimisation will be taken seriously, investigated and acted upon as quickly as possible. Complaints procedures exist to provide an avenue to address unacceptable behaviour.

St Peter's will monitor how the complaint was resolved and the wellbeing of those involved. Further action will be taken if the problem behaviour continues. Whilst the School encourages all members of the school



community to attempt to resolve complaints and concerns through the School if possible, it is also your right to seek help from outside the school.

3.5 Consequences

If proven, the consequences of such behaviour may include counselling, the removal of privileges; a parental interview, suspension or expulsion. St Peter's Lutheran School will arrange counselling and support, where appropriate or where requested, for any student who has experienced bullying or harassment. Counselling may also be provided for a person who has bullied or harassed another. The School may also need to discuss the incident with parents if the complaint relates to the conduct of students.

APPENDIX A - Student Statement on Diversity and Inclusion

If you are a student: You have the right to be part of a safe and inclusive school that is free of discrimination, harassment, sexual harassment, bullying, vilification and victimisation. This includes treating you unfairly, excluding you or making you feel bad because of your:

- sex
- race
- sexual orientation
- physical features
- religious belief or activity
- carer status
- disability/impairment
- gender identity
- political belief or activity
- pregnancy
- personal association with someone who has, or is assumed to have, one of these personal characteristics.

If you believe someone is discriminating, harassing, bullying, vilifying or victimising you and it is safe for you to do so, tell the other person to stop their behaviour. Let them know that their behaviour offends you. They may not realise this. If the behaviour doesn't stop or you are not sure what to do, report it to a trusted adult, such as a teacher, the Counsellor or the principal. Remember, you are not alone.

If you have a problem or complaint, talking to someone, especially your parents, can help. If you do not want to talk to anyone about it at school, you call the Kids Help Line on 1800 55 1800. If the unfair treatment or harassment persists, you can visit the Commission for Children and Young People at ccyp.vic.gov.au for free and confidential advice. Advice can be given over the phone or in person.