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 school office on 51271512 or moe.ps.south@education.vic.gov.au.

Purpose

The purpose of this policy is to explain Moe (South Street) Primary School 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 Moe (South Street) Primary School.

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: 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) have made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

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Inclusion and diversity

Moe (South Street) Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

In 2025 Moe (South Street) Primary School had an enrolment of 241 students (10 grades) and is located within the township of Moe, in Gippsland. This land is the traditional land of the Brayakaulung people of the Gunai Kurnai nation.

The school is an active member of the Latrobe Valley network in the Gippsland Region. We had 15 PSD (Program for Students with Disabilities) students and 33 Koori students.

Our Mission is for:
Students, Teachers and Parents to develop a strong partnership that displays mutual respect and trust to provide a stimulating learning environment that meets the academic, social and emotional needs of all students.

Our Vision is:
Excellence in education to achieve personal growth and academic success.

Our Values are: Be safe, respectful learners.

Moe (South Street) Primary 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, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Moe (South Street) Primary School 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 Moe (South Street) Primary School 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.

Moe (South Street) Primary School 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, excursions and 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.
- respond to complaints and allegations appropriately and ensure that students are not victimised.

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The programs that we use to support inclusion and diversity are:

- **Positive Behaviours for Learning** (PB4L) – PB4L buildings a culture where positive behaviour and learning is based on whole school expectations and individual children when needed.
- **Berry Street Education Model** - Ready to Learn Scale is used to teach students to self-regulate their needs as well as their emotions and impulses in order to meet the demands of the environment and be successful socially.
- **Program for students with Disability** - The Program for Students with Disabilities (PSD) is one of the supports available to help schools meet the needs of eligible students with disability and high needs.
- **Koorie Education**: We have appointed Marrung Leads to ensure the highest levels of respect and inclusion for Aboriginal and Torres Strait Islander students and their families. The Marrung Leads collaborate with students, families, communities, and staff to enhance achievement and develop educational programs that celebrate diversity.

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 Moe (South Street) Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* 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

Moe (South Street) Primary School 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 PSD Coordinator for further information.

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/manual.
- Discussed at annual staff briefings/meetings.
- Discussed at student forums.
- Included in transition and enrolment packs.

- Discussed at parent information nights/sessions.
- Reminders in our school newsletter
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

Student Wellbeing and Engagement, Statement of Values and *Bullying Prevention* policies see Website or Sentral

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
- Safe Schools
- Supports and Services
- Program for Students with Disabilities

POLICY REVIEW AND APPROVAL

Date Implemented	17th June 2025
Approval Authority (Signature and date)	17th June
Consultation	Staff, School Council
Dates Reviewed	20/10/2020, 22/3/2025
Responsible for Review	Policy Co-Ordinator
Next Review Date	March 2028