



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 wellbeing & Engagement Leader: Dimi Efthymiou.

PURPOSE

The purpose of this policy is to explain Pascoe Vale North Primary School'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 – Employees](#), [Sexual Harassment – Employees](#) and [Workplace Bullying](#)) as these whole of department policies apply to all staff at Pascoe Vale North 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: 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 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).

Inclusion and diversity

Pascoe Vale North Primary strives to provide a safe, inclusive and supportive school environment which values the human rights of all students, families, staff and community partners.

Pascoe Vale North Primary 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.

Pascoe Vale North Primary acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we do not tolerate behaviours, language or practices that label, stereotype or demean others. At Pascoe Vale North Primary 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.

Pascoe Vale North Primary 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 (eg schools sports, concerts, camps, information sessions) 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
- educate students in the development of respectful relationship practises
- 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

At Pascoe Vale North Primary School, we implement the Respectful Relationships program across the school for all students. We embed mindfulness practices into everyday teaching and learning, celebrate Harmony Day, and recognise the rich diversity of cultures within our school community.

Our approach to supporting positive behaviour is centred on developing and maintaining strong, respectful relationships between students, staff and families. Through a consistent and inclusive approach, we foster a safe, supportive and connected school environment where every member of the community feels valued and respected.

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 Pascoe Vale North Primary. 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.

At Pascoe Vale North Primary, we ensure that students who have experienced discrimination, vilification, harassment or victimisation receive the appropriate care and support needed to maintain and restore their wellbeing and rights. Where required, this may include developing a Safety Plan to help students feel safe, supported and connected at school.

At Pascoe Vale North Primary School, students who make mistakes or errors in judgement in their behaviour towards others are supported through a restorative practices approach. We strive to maintain positive relationships with these students while guiding them to understand and address the needs and rights of those affected by their actions.

Our aim is to educate students in emotional regulation, positive communication and respectful relationship skills that will support healthy interactions and positive relationships in the future.

Families are informed when a student is involved in ongoing negative behaviours, either as the person responsible or as the student impacted, or when an incident has had a significant effect on those involved. At Pascoe Vale North Primary School, we value strong partnerships with families and work collaboratively to support each child's social, emotional and behavioural development.

Where appropriate, Behaviour Support Plans may be implemented to monitor, guide and support students in developing positive behaviours and maintaining respectful relationships with all members of our school community.

Reasonable adjustments for students with disabilities

Pascoe Vale North Primary 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 in accordance with the department's [Students with Disability Policy](#). Reasonable adjustments are 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 (SSG) 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 our **Disability & Inclusion Leader**, Lan Nguyen lan.nguyen@education.vic.gov.au

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
- Discussed at annual staff briefings/meetings
- Attached to school COMPASS portal in the documentation section
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

The following school policies are relevant to this policy and can be referred to on the school website or in the COMPASS portal.

- Student Wellbeing and Engagement Policy
- Child Safety Policy
- Statement of Values and School Philosophy
- Bullying Prevention policy

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

Policy last reviewed	June 2026
Consultation	School Leadership Team - June 2026 School Council - June 2026
Approved by	Principal : Deborah Crane
Next scheduled review date	August 2028