

CROYDON SDS

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 school office on ph 9725 4933 or by email at croydon.sds@education.vic.gov.au

PURPOSE

The purpose of this policy is to explain Croydon Special Development School's (Croydon SDS') commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Croydon Special Developmental School strives to provide a safe, inclusive and supportive school environment for all students and members of our school community. Particular attention will be paid to ensuring that students' voices are heard about decisions that affect their lives, especially students from culturally and/or linguistically diverse backgrounds, vulnerable children, as well as, students with a disability.

Every member of the Croydon SDS community has a shared responsibility to understand the importance and specific role s/he plays to ensure the inclusion, wellbeing and safety of all students is at the forefront of all they do and every decision that they make.

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 Croydon SDS.

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

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

Croydon SDS 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.

Croydon SDS 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 Croydon Special Development 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.

Croydon SDS 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, excursions, incursions) 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.

Croydon SDS is committed to enhancing whole-school practices that encompass and encourage inclusion and diversity. Inclusion and diversity is reflected in our meeting agendas, our planning and classroom practice. Croydon Special Developmental School's commitment to inclusion and diversity is visually presented around the school.

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 Croydon Special

Development School. 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 using their chosen forms of communication. Croydon SDS provides means whereby students can communicate to their teachers, parents or carers 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.

Croydon SDS 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 Student Support Group processes in consultation with the student where appropriate, their parents or carers, their teachers and if appropriate, their treating practitioners. For more information about support available for students with disabilities, please refer to our school's *Student Wellbeing and Engagement* policy or contact the Principal or Assistant Principal for further information.

COMMUNICATION

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

- Available publicly on our school's website and Compass for parents and staff
- Included in staff handbook
- Reminders in our school newsletter
- Hard copy available from the main office upon request

RELATED POLICIES AND RESOURCES

Student Wellbeing and Engagement Policy

Statement of Values and School Philosophy

Bullying Prevention Policy

- School Policy and Advisory Guide:
 - [Inclusive Education](#)
 - [Koorie Education](#)
 - [Teaching Aboriginal and Torres Strait Islander Culture](#)
 - [Safe Schools](#)
 - [Supports and Services](#)
 - [Program for Students with Disabilities](#)

REVIEW PERIOD

Policy last reviewed	June 2025
Consultation	School council meeting 24 June, 2025
Approved by	Christine Pillot
Next scheduled review date	June 2028