



Strathtulloh Primary School Inclusion and Diversity Policy

(includes Equal Opportunity & Sexual Harassment)



Help for non-English speakers

If you need help to understand the information in this policy please contact
strathtulloh.ps@education.vic.gov.au

PURPOSE

The purpose of this policy is to explain Strathtulloh 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 and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Strathtulloh 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) has 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

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

Strathtulloh Primary School our vision is to ensure all students graduate from our school as creative, knowledgeable and talented individuals who embody respectful relationships and are passionate, positive, proactive members of the local and global community. We strive to provide our students with the best possible foundation in life through a well-rounded education. We will empower and educate all students to achieve their goals in the next steps of learning. Currently we have a total of 973 students enrolled at this school. Our school community is composed of many and varied cultural backgrounds. We currently have 75% of students have English as an additional language and 1.55% identify as Aboriginal or Torres Strait Islander.

Strathtulloh 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.

Strathtulloh 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 Strathtulloh 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.

Strathtulloh 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, camps, excursions and incursion, and acknowledgement and celebration days, 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.

Strathtulloh Primary School is committed to the whole school approach of respectful relationships education, and incorporates the Resilience, Rights and Rights, Respectful Relationships learning material in our Wellbeing curriculum. Strathtulloh Primary School is committed to acknowledging and celebrating the diversity within our school community through celebrating the cultural days relevant to our school community, and acknowledging inclusive awareness days and events, including Cultural Australia Day, Diversity Week, Harmony Day, Autism Awareness Week, IDAHOBiT Day, Reconciliation Week, Pride Month, Refugee Week, Mental Health Month, International Day of Tolerance, International Day of People with Disability, and many more.

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 Strathtulloh 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.

Strathtulloh Primary School's values are Helpful, Excelling, Accepting, Resilient and Trustworthy and we work with and alongside our students, families and staff to demonstrate, support, strive and have a Strathtulloh HEART. We are a School Wide Positive Behaviour Support school and we have developed, implemented and continue to review our SWPBS Matrix and Learning Paths. Through the weekly data collection of minor and major behaviours, we can identify the weekly SWPBS focus, which are explicitly taught and reviewed during weekly SWPBS lessons. Further to this, we have a zero-tolerance approach to bullying and/or harassment and 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

Strathtulloh 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 Wellbeing Assistant Principal for further information.

COMMUNICATION

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

- Available for families on The Pulse Parent Portal
- Included in staff induction processes
- Included on Staff and Wellbeing Portals
- Discussed at staff briefings and/or meetings
- Discussed at student forums
- Discussed at parent information nights/sessions
- Reminders in The PULSE
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

- Child Safety Code of Conduct
- Statement of Values and School Philosophy
- Student Wellbeing and Engagement Policy
- Volunteer Policy
- Duty of Care 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	12/08/2026
Consultation	The Wellbeing Team
Approved by	Principal
Next scheduled review date	July 2029