



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 Kerribana Primary School administration office in Pavillion A.

PURPOSE

The purpose of this policy is to explain Kerribana 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 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 Kerribana 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

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

Kerribana Primary School is located in the city of Wodonga and serves the diverse and growing communities in the city's southern fringe. Our school is located on the traditional lands of the Dhudhuroa people and we have strong representation from the Koorie community. Our school welcomes and embraces First Nations peoples and culturally and linguistically diverse (CALD) families. We are proud of our inclusive culture.

Kerribana Primary School is a Supported Inclusion School (SIS). Our school prioritises the learning and support needs of all students - where resources, including equipment and technology and the physical environment, are carefully considered. Students with a disability are provided with enhanced support to receive high-quality, evidence-based educational provision alongside their peers without a disability - in a safe, accessible and supportive environment. Our school has the capacity to enrol 525 students, including 50 students with disabilities.

Kerribana 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.

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

Kerribana Primary School:

- actively nurtures and promotes a culture where everyone is treated with respect and dignity
- ensures 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, dance) on the same basis as their peers
- acknowledges and responds to the diverse needs, identities and strengths of all students
- encourages empathy and fairness towards others
- challenges stereotypes that promote prejudicial and biased behaviours and practices
- contributes to positive learning, engagement and wellbeing outcomes for students
- responds to complaints and allegations appropriately and ensures that students are not victimised.



Kerribana Primary School's mission is to value and champion every student and their unique strengths and abilities. We are inclusive of all and welcome and celebrate diversity. Our vision of 'Celebrating Everyone's Best' underpins our mission. We recognise significant dates that connect with our school community including National Reconciliation Week, World Mental Health Day, Harmony Day, IDAHOBIT, Sorry Day, Do It for Dolly Day and International Day of People with Disability.

We take positive action to eliminate discrimination or harassment of students on the basis of their sex, gender or sexuality and check in with vulnerable students and their families to confirm their needs are being met. Our school actively engages with Koorie Education Support Officers (KESO) to provide additional cultural and educational experiences for our Koorie students. Our English as an Additional Language (EAL) students are supported through our EAL program, and all Cultural and Linguistically Diverse (CALD) students are supported to feel safe and included in our school.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes is not tolerated at Kerribana Primary School. We 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 and to let their teachers, parents/carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Reasonable adjustments for students with disabilities

Kerribana 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 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/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 a member of the Leadership Team or Principal for further information.

COMMUNICATION

This policy is 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
- made available in hard copy from administration office in Pavillion A upon request.



RELATED POLICIES AND RESOURCES

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](#)
- [Preventing and Addressing Racism in schools](#)
- [Program for Students with Disabilities](#)

Related Policies:

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

Other resources:

- [Refugee Education Support Initiatives \(RESI\)](#)
- [Student Leaders for Multicultural Inclusion](#)
- [Languages and Multicultural Education Resource Centre \(LMERC\)](#)
- [Schools - culturally safe environments guidance](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	Principal
Next scheduled review date	July 2028 – to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3 – 4 years thereafter