



Cranbourne East Primary School ANTI DISCRIMINATION POLICY

RATIONALE (and links to our statement of commitment to child safety)

Discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from discrimination in all forms, including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

Child protection is a shared responsibility between all employees, workers, contractors, associates, and members of the Cranbourne East Primary School community. The safety and wellbeing of our students form a central and fundamental responsibility of our School and compliments our vision and values of: Respect, Relationships, Resilience, Responsibility and Rigour.

We are committed to zero tolerance of child abuse; including physical violence, sexual offences, serious emotional or psychological abuse and serious neglect. It is our moral and legal responsibility to create a nurturing school environment where children and young people are respected, their voices are heard and they are safe and feel safe. All children, regardless of their gender, race, religious beliefs, age disability, sexual orientation, family or social background, have equal rights to protection from abuse. Cranbourne East Primary School affirms our commitment towards:

- The support and respect of all children, as well as our staff and volunteers
- Actively working towards listening to and empowering children
- Creating systems to protect children from abuse and will take all allegations and concerns seriously, having mechanisms in place to ensure consistency in line with school, DET and DHHS protocols
- Promoting cultural safety and safe learning environments for Aboriginal children, the disabled and children from culturally and linguistically diverse backgrounds
- Empowering and providing an inclusive environment for Aboriginal children, the disabled and children from culturally and linguistically diverse backgrounds.

DEFINITION

Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions.

AIMS

To provide a fair and supportive environment free from all forms of discrimination, discriminatory practice and beliefs, that promotes personal respect, values diversity, and provides physical and emotional safety.

IMPLEMENTATION

- All staff will be made aware of the legislative requirements relating to discrimination.
- All staff will complete the Department of Education On-line Workplace Discrimination & Sexual Harassment training.
- Professional development relating to discrimination will be provided for all staff, who in turn will model and practice appropriate non-discriminatory behaviour.
- Staff, students and members of the School community will be familiar with the School's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities.
- Our School will ensure that all groups who are affected by decision-making outcomes are consulted, their input will be treated fairly, and decision-making processes and outcomes will be meritorious and free from discrimination.
- All decision-making processes will be open to scrutiny, with processes for appealing decisions and for regularly reviewing processes to be adopted.
- Equal Opportunity information is to be made available.
- All claims of discrimination will be treated confidentially, documented, and promptly and constructively addressed.
- Unresolved School-level issues may be referred by the Principal, or either party involved to the appropriate authorities.
- The rights and sensitivities of all individuals will be protected.
- School Council will communicate in plain language, avoiding unnecessary jargon.
- Curriculum content will be free of discriminatory content, but will analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices.

In response to the recommendations of the *Betrayal of Trust Inquiry* and our legislative obligations mandated through Ministerial Order No. 870 (to address Child Safe Standards), the following principles are those recommended and endorsed by VRQA (as acceptable and unacceptable) and will guide all adult behaviour when interacting with or undertaking child-connected work at Cranbourne East Primary School to ensure equity, inclusiveness and empowerment of all students:

Acceptable Behaviours:

All staff, parents, contractors, visitors and volunteers are responsible for supporting the safety of children by:

- Treating everyone in the school community with respect
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children
- Promoting the cultural safety, participation and empowerment of children with culturally and linguistically diverse backgrounds
- Promoting the safety, participation and empowerment of children with a disability
- Promoting the safety, participation and empowerment of children living in Out-of-Home Care.

Unacceptable Behaviours:

Staff, parents, contractors, visitors and volunteers must not:

- Express personal views on cultures, race or sexuality in the presence of children
- Discriminate against any child due to age, gender, race, culture, vulnerability, sexuality, ethnicity, physical appearance, or disability.

EVALUATION

Ratified by School Council: 19th October 2016

This policy is to be reviewed annually or as policy is amended.