

# **INCLUSION AND DIVERSITY POLICY 2022-2025**

# CONTENTS

<b>PURPOSE</b>	<b>4</b>
<b>POLICY</b>	<b>4</b>
<b>DEFINITIONS</b>	<b>4</b>
<b>INCLUSION AND DIVERSITY</b>	<b>4</b>
<b>REASONABLE ADJUSTMENTS FOR STUDENTS WITH DISABILITIES</b>	<b>5</b>
<b>FURTHER INFORMATION AND RESOURCES</b>	<b>6</b>



#### HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy please contact Jessica Luong (Chinese).

## PURPOSE

The purpose of this policy is to explain Brighton Secondary College'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 Brighton Secondary College.

## 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).

**Anti-semitism:** is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

<https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism>

## INCLUSION AND DIVERSITY

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

Brighton Secondary College 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.

Brighton Secondary College 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 Brighton Secondary College 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.

Brighton Secondary College 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, and concerts), 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.

This is reflected in the variety of programs run across all year levels, as evident through the PEP and other targeted programs.

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 Brighton Secondary College. 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.

### RESPONSES TO HARASSMENT

When the Student Manager has sufficient information to understand the circumstances of the alleged harassment and the students involved, a number of strategies may be implemented to address the behaviour and support affected students.

There are a number of factors that will be considered when determining the most appropriate response to the behaviour. When making a decision about how to respond to harassment, Brighton Secondary College will consider:

- the age and maturity of the students involved
- the severity and frequency of the harassment, and the impact it has had on the target student

- whether the student/s engaging in harassment behaviour have displayed similar behaviour before
- whether the harassment took place in a group or one-to-one context
- whether the students engaging in harassment demonstrates insight or remorse for their behaviour
- the alleged motive of the behaviour, including any element of provocation.

Student Manager may implement all, or some of the following responses to harassment:

- offer counselling support to the target student or students, including referral to the Student Wellbeing Team, SSS or external provider
- offer counselling support to the students engaging in harassment, including referral to the Student Wellbeing Team, SSS or external provider.
- offer counselling support to affected students, including witnesses and/or friends of the target student, including referral to the Student Wellbeing Team, SSS or external provider.
- facilitate a restorative practice meeting with all or some of the students involved. The objective of restorative practice is to repair relationships that have been damaged by bringing about a sense of remorse and restorative action on the part of the person who has bullied someone and forgiveness by the person who has been bullied.
- facilitate a mediation between some or all of the students involved to help to encourage students to take responsibility for their behaviour and explore underlying reasons for conflict or grievance. Mediation is only suitable if all students are involved voluntarily and demonstrate a willingness to engage in the mediation process.
- facilitate a process using the Support Group Method, involving the target student(s), the students engaging in harassment and a group of students who are likely to be supportive of the target(s).
- implement a Method of Shared Concern process with all students involved in the harassment.
- facilitate a Student Support Group meeting and/or Behaviour Support Plan for affected students.
- prepare a [Safety Plan or Individual Management Plan] restricting contact between target and students engaging in harassment.
- provide discussion and/or mentoring for different social and emotional learning competencies of the students involved.
- monitor the behaviour of the students involved for an appropriate time and take follow up action if necessary.
- implement year group targeted strategies to reinforce positive behaviours, for example SECASA, work shops and 'Click for Hate' session,
- implement disciplinary consequences for the students engaging in harassment, which may include removal of privileges, detention, suspension and/or expulsion consistent with our Student Wellbeing and Engagement policy, the Ministerial Order on Suspensions and Expulsions and any other relevant Department policy.

Brighton Secondary College understands the importance of monitoring and following up on the progress of students who have been involved in or affected by harassment.

As a matter of course, students who are reporting incidents harassment or any other form of discrimination are referred to the Wellbeing Department for support, irrespective of whether they have identified the perpetrator

The Student Manager is responsible for maintaining up to date records of the investigation of and responses to harassment.

The parents of all students involved in harassment allegations (irrespective of whether their child was the target or perpetrator of the behaviour) be advised of the outcome of any investigations into such allegations, and a record of this communication will be included on the student's chronicle record.

## REASONABLE ADJUSTMENTS FOR STUDENTS WITH DISABILITIES

Brighton Secondary College 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 [insert names of any relevant documents eg: Student Wellbeing and Engagement policy] or contact [insert name, number eg Disabilities Co-Ordinator] for further information.

## COMMUNICATION

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

- available publicly on our school's website
- referenced in staff induction processes and staff training
- referenced in staff handbook/manual
- discussed at student forums
- reminders in our school newsletter
- available to staff and students via compass

## RELATED POLICIES AND RESOURCES

Brighton Secondary College Policies:

- [Aboriginal Learning, Wellbeing and Safety](#)
- [Bullying Prevention Policy](#)
- [Child Safety and Wellbeing Policy](#)
- [Child Safety Code of Conduct](#)
- [Complaints Policy](#)
- [Digital Learning Policy](#)
- [Statement of School Values Policy](#)
- [Student Wellbeing and Engagement Policy](#)
- [Student Code of Conduct](#)
- [Convention on the Rights of the Child](#)

For staff, please see the Departments [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

This policy will be reviewed every 3 years.

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LAST UPDATED: 15/06/2022

APPROVED BY: PRINCIPAL

NEXT REVIEW DATE:

RATIFIED BY COLLEGE COUNCIL:



**BRIGHTON**  
SECONDARY COLLEGE