Girton Grammar School
Policy Document

Inclusiveness and Diversity

1. Policy Statement

Girton Grammar School is a community made up of students, employees and families with unique skills, and from a wide range of backgrounds and experiences. This diversity is greatly valued and is fostered through careful observation of, and adherence to, the School's Mission and Values statement.

Girton Grammar School's Diversity and Inclusion Policy aims to ensure that the school is a supportive and engaging place for all school community members. The School promotes and celebrates diversity, and collaborative relationships between parents, teachers and students.

The Melbourne Declaration on Educational Goals for Young Australians (Dec 2008) demanded that *'all Australian governments and all school sectors must provide all students with access to high-quality schooling that is free from discrimination based on gender, language, sexual orientation, pregnancy, culture, ethnicity, religion, health or disability, socioeconomic background or geographic location'*

http://www.curriculum.edu.au/verve/_resources/National_Declaration_on_the_Educational_Goals_for_Young_Australians.pdf. (p.7)

2. Coverage and Definitions

2.1. This policy applies to all aspects of the School's operations including, teaching and learning, curriculum design, student enrolments, co-curricular involvement, staff recruitment, governance, human resource management, pastoral care and business operations.

2.2. The policy applies to all Staff, Students and Board Members of Girton Grammar School.

2.3. **Diversity** refers to all characteristics that make individuals different from one another, including race, religion, language, ethnicity, age, gender, sexual orientation, level of ability, additional needs, socioeconomic status, educational attainment, marital and/or parental status, family structure, and general life/work experience.

2.4. **Inclusion** refers to the act of creating a school and workplace in which each individual feels welcomed, respected and valued in an equitable and harmonious environment where they can work, learn and interact.

3. Supporting Documentation

The Girton Grammar School Inclusiveness and Diversity Policy sits alongside the following School Policies and Guidelines:

3.1. The Girton Grammar School Mission and Values Statement
3.2. The Equal Opportunity and Respectful Workplace Policy
3.3. Anti-Bullying and Harassment Policy.
3.4. The Teacher's Handbook
3.5. The Mandatory Reporting Policy
3.6. The Employment Policy
3.7. The Pastoral Care Policy
3.8. The School Whistleblower policy

4. Mandatory Compliance

The Girton Grammar School Inclusiveness and Diversity Policy assumes compliance with the relevant Federal and State legislation including:

4.1. Federal:

4.1.1. Age Discrimination Act 2004

4.1.2. Disability Discrimination Act 1992
4.1.3. Equal Opportunity for Women in the Workplace Act 1999
4.1.4. Fair Work Act 2009
4.1.5. Racial Discrimination Act 1975
4.1.6. Sex Discrimination Act 1984
4.1.7. Australian Human Rights Commission Act 1996

4.2. Victorian:

4.2.1. Equal Opportunity Act 2010
4.2.2. Occupational Health and Safety Act 2004
4.2.3. Racial and Religious Tolerance Act 2001

5. Governance

5.1. The School's Board is required to ensure that the School complies with all relevant legislation in regard to Inclusion, Diversity and Equal Opportunity.
5.2. The School's Board must ensure that processes by which its members are elected and appointed are compliant with this Policy.

6. Responsibilities

Headmaster and Senior Staff

6.1. Must devise and implement policies, strategies and procedures which encourage inclusion and diversity as defined in sections 2.3 and 2.4 of this policy.
6.2. Must ensure that the policies comply with the relevant state and federal legislation as described in section 4 of this document.
6.3. Must communicate this policy and associated policies to all members of the School Community so that staff, students and parents are aware of the School's priorities in regard to diversity and inclusion.
6.4. Must provide quality assurance by ensuring that there is adequate monitoring of the implementation of this policy.

All Staff

6.5. Must be familiar with this policy and the associated policies
6.6. Must be vigilant in observing this policy
6.7. Must be vigilant in observing and reporting breaches of the policy
6.8. Must encourage students to behave in a manner consistent with the policy at all times.

All Students

6.9. All students are expected to treat all members of the School community with respect and dignity and to follow the principles of this policy and the School's Anti-Bullying and Harassment Policy.

7. Recruitment

7.1. The School's Senior Staff must ensure that all Human Resource Management Practices are compliant in regard to inclusion and diversity as defined in sections 2.3 and 2.4 of this policy.
7.2. Specifically the School's HR practitioners have the responsibility to ensure that recruitment of staff is not affected by a candidates' race, religion, language, ethnicity, beliefs, age, gender, sexual orientation, level of ability, additional needs, socioeconomic status,

educational attainment, marital and/or parental status, family structure, and general life/work experience.

8. Enrolments

8.1. The School's Enrolment Policies and Procedures must ensure that no child is discriminated against based on his or her diversity as defined in section 2.3 of this policy.

9. Curriculum and Co-Curriculum

9.1. Most current curriculum documentation in other schools and school systems refers to diversity almost exclusively as being related to Physical or Mental Disability. The curriculum and co-curricular programmes at Girton Grammar School must be designed, implemented and administered with attention given to diversity and inclusion as defined in sections 2.3 and 2.4 of this document.

10. Pastoral Care

10.1. The pastoral care and well-being programme at the School must reflect the values and guidelines expressed in this policy. House Tutors, Heads of House and the all staff responsible for the teaching and care of students must be aware of this policy and adhere to it.

10.2. Because they are the ones in the position to best influence the values and behaviours of students, it is vital that the school's Pastoral Care team must have explicitly defined expectations of student behaviour in regard to diversity and inclusion.

11. Business Operations

11.1. As one of the region's largest and most respected employers, Girton Grammar School must act and be seen to act ethically in regard to all of its operations. This includes having consideration to diversity and inclusion in all Business Practices from employment and HR matters, to sourcing goods and services, property and asset management and capital works.