

Hume Valley School 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 Hume Valley School on 9309-3477

PURPOSE

The purpose of this policy is to explain Hume Valley 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. Hume Valley School strives to provide a safe, inclusive, and supportive school environment which values the human rights of all students and staff. For staff, 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 Hume Valley 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

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

Hume Valley School is a multi-campus specialist school catering for students from 5 to 18 years of age with mild intellectual disabilities, and associated disabilities and impairments, in the Northwestern Victoria Region. Students are funded under the Program for Students with Disabilities (PSD), until the introduction of the disability inclusion funding under the disability inclusion program in 2015.

The school population reflects a rich cultural diversity of 13 Nationalities and 18 language groups with 167 students from English as an Additional Language backgrounds, 14 students from Aboriginal and Torres Strait Island backgrounds and 13 students from refugee backgrounds. There is also a broad range of socio-economic backgrounds in our student population with our Student Family Occupation (SFO) density at 0.7424 and the Student Family Occupation Employment (SFOE) at 0.6052. Many families require a high level of support to address medical, social, and educational issues.

Our 2024 enrolment of 354 students is comprised of 114 female and 237 male students and a staffing profile comprised of 4 Principal Class Officers, 60.8 EFT teachers and 62.74 EFT Education Support Staff.

The school is divided into six sub-schools that approximate the stages of learning. Our Koroit Avenue Campus caters for students in the junior, secondaries, and pathways sub-schools. Our Narrun campus provides an education setting for our Primary and Middles students, while our Hume Central senior secondary college campus offers the Victorian pathways certificate for our years 11 & 12 students.

Hume Valley 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.

Hume Valley 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 Hume Valley 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.

Hume Valley 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, 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.

In 2024 Hume Valley School continues to strengthen its child safe culture and whole school approach to supporting the health, wellbeing, inclusion, and engagement of all students. We set behaviour expectations, continue to build staff consistency in positive behaviour support, implement trauma informed practices and foster parent, community, and school partnerships to enhance wellbeing programs and student support.

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 Hume Valley 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.

Reasonable adjustments for students with disabilities

Hume Valley 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 the relevant Principal Class Office, Sub school leader or wellbeing team member.

RELATED POLICIES AND RESOURCES

- Student Wellbeing and engagement policy
- Bullying and harassment 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:

- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Program for Students with Disabilities](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	February 2024
Consultation	February 2024 Student wellbeing team, SSL, School Council
Approved by	Principal
Next scheduled review date	February 2027