



## Help for non-English speakers

If you need help to understand the information in this policy please contact Cranbourne West Primary School on (03) 5996 2878.

## PURPOSE

The purpose of this policy is to explain Cranbourne West 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 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 Cranbourne West 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**

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

Cranbourne West Primary School serves an established residential district in the South-eastern growth corridor. It is a medium sized, well-resourced school, supported by a dedicated staff and a committed community. The school welcomes all students, and this is reflected in the rich and diverse cultural range and the wide range of personal attributes we see within our community.

Cranbourne West Primary School is committed to creating a 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.

Cranbourne West Primary 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 Cranbourne West 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.

Cranbourne West Primary 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 (eg schools sports, concerts, discos, camps & activities) 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.

At CWPS, our Wellbeing Team and Inclusion Team work in partnership to ensure that the academic, social, emotional, and individual needs of all students are met through tailored supports and collaborative planning.

We strive to embed inclusion and diversity into all staff pedagogy, promoting understanding, acceptance, and equity across our school. Through whole-school programs such as *Respectful Relationships*, we actively teach and model empathy, respect, and appreciation for the diversity within our community.

Students are provided with meaningful opportunities to develop social-emotional skills and a sense of belonging through initiatives such as

- LEGO Club with trained facilitators
- Social Skills Groups
- Calm Corners
- Wellbeing Hub
- In visits from outside agencies, such as Project Rocket and Bully Busters

We value and prioritise student and parent voice, recognising their vital role in promoting agency and shaping inclusive practices. Together, we continue to build a community where every individual is seen, heard, and able to thrive.

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 Cranbourne West Primary 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 trusted staff at school, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

### **Reasonable adjustments for students with disabilities**

Cranbourne West 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. 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 with 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 Rachel Henson – Disability Inclusion Leader for further information.

## **COMMUNICATION**

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

- Available publicly on our school's website
- Available to staff and parents/carers via Compass School Manager
- Included in staff induction processes and staff training
- Discussed at parent information nights/sessions
- Hard copy available from school administration upon request

## **RELATED POLICIES AND RESOURCES**

[Student Wellbeing and Engagement](#), [Statement of Values](#) and [Bullying Prevention](#) policies] 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](#)
- [Program for Students with Disabilities](#)

## [POLICY REVIEW AND APPROVAL

<b>Policy last reviewed</b>	June 2025
<b>Consultation</b>	Wellbeing & Inclusion Assistant Principal Disability & Inclusion Leader Mental Health & Wellbeing Leader
<b>Approved by</b>	Principal
<b>Next scheduled review date</b>	June 2028