



[Help for non-English speakers](#)

[If you need help to understand the information in this policy please contact the school office.](#)

Purpose

The purpose of this policy is to explain Coatesville Primary School's (CPS) 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

Scope

This policy applies to all staff, students, and school community at Coatesville Primary School.

Definitions

Personal attribute: a feature of a person's background or personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. For example: race, disability, sex, sexual orientation, gender identity, religion etc.

Protected attribute: Employees and prospective employees are protected from adverse action because of protected attributes. More information [here](#)

Disability: refers to physical, intellectual, psychological and medical impairments, including disorders that result in a person learning or behaving differently.

Disability harassment: humiliating comments or actions about a person's disability.

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.

Reasonable adjustment: a measure or action taken to help a student with disability and additional needs participate in education on the same basis as other students.

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.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of discrimination or harassment based on a protected attribute (or asserted their rights under relevant policies or law).

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people based on their race or religion.

Policy

Coatesville Primary 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.

Coatesville 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.

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.

Coatesville Primary School will:

- actively 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 accommodated to participate in education and all school activities (e.g., schools sports, school 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; and
- respond to complaints and allegations appropriately and ensure that students are not victimised.

We collaborate with students, parents and caregivers, and other organisations, including teacher and professional associations, as respected and valued partners in inclusive education. We support students, parents, caregivers, and families to have a voice and be heard. Their views are considered in decision making at all levels.

Bullying, unlawful discrimination, harassment, vilification, and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated in our school community.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents/carers or other trusted adult know about those behaviours to ensure that inappropriate behaviour can be addressed.

Coatesville Primary School will take appropriate measures, consistent with its Student Wellbeing and Engagement and Bullying policies to respond to discriminatory behaviour or harassment at our school. Students who are involved in bullying or harassing others based on their personal attributes will be supported to understand the impact of their behaviour.

Coatesville Primary School will promote access for all, this may include:

- Physical - Architecturally and structurally, such as but not limited to, access for wheelchairs, lighting for students with low vision and sound field system for students with hearing impairment
- Instructional - Having staff who have the necessary skills and knowledge to support learners with specific needs
- Attitudinal - Displaying the behaviours and mindsets that promote inclusion of all.
- Curriculum - A curriculum that allows for different teaching methods to meet a diverse range of learners.

Every member of the school community, including teachers, support staff, volunteers, families, and students, works collaboratively to ensure students can access and participate in all areas of school life.

Curriculum is provided to all students in ways which are age appropriate and responsive to diverse learning needs.

Reasonable adjustments for students with disabilities

Coatesville Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities and additional needs.

Reasonable adjustments will be made for students with disabilities and additional needs through our Student Support Group processes 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.

Reasonable adjustments can be made across the whole school setting (such as ramps into buildings), in the classroom (such as adapting class lessons) and at an individual student level (such as extra tuition for a student with learning difficulties).

For more information about support available for students with disabilities, please refer to our school's Student Inclusion, Engagement and Wellbeing Policy or contact the Assistant Principal – Student Wellbeing on 9570 1752 for further information.

Related Policies and Resources

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](#)
- [Program for Students with Disabilities](#)

Communication

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

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Hard copy available from school administration upon request

Evaluation

Policy last reviewed	June 2024
Consultation	Policy Subcommittee Community through Communicator School Council
Approved by	Principal
Next scheduled review date	2027 [the recommended minimum review cycle for this policy is 3 to 4 years]