



# Equal Opportunity Policy

## **Rationale:**

1. The Victorian Equal Opportunity Act (2010) makes it unlawful to discriminate against a person on the basis of the following attributes: age, disability, industrial activity, lawful sexual activity, sexual orientation, gender identity, marital, parental or carer status, physical features, political beliefs or activity, pregnancy, race, religious belief or activity, sex, personal association (with a person who is identified by reference to any of the above attributes) or breastfeeding.
2. To foster an accepting school community, free from discrimination and harassment.

## **Aims:**

The school will seek to achieve the following objectives relating to equal opportunity:

1. To provide all students and staff regardless of gender identity, ethnicity, ability or socio-economic background, with fair and adequate access to all areas of the curriculum, teacher support and school facilities and equipment.
2. To encourage all students to participate equally in all school activities and experiences during the course of their schooling.
3. To provide a learning environment that reflects the diversity of our society and respects the individual qualities and needs of all students.
4. To provide for the particular needs of some individuals or groups of students, and prevent or reduce the disadvantages of some individuals or groups of students.
5. To promote students' and the school community's understanding of equal opportunity issues, and of individual rights and obligations with regard to these.
6. To develop within all students a positive image of themselves, and of each other, as caring and thoughtful individuals.

## **Implementation:**

SKiPPS will pursue these objectives through action in the following areas:

### **Administration**

1. Ensure that all school policies and procedures are consistent with the equal opportunity objectives and policies.
2. Ensure that equal opportunity considerations are reflected in administrative decision-making, in particular, relating to curriculum programs, budgeting, provision and maintenance of facilities and enrolments.

### **Curriculum**

Ensure that the curriculum reflects:

1. The lives, values and experiences from various social and cultural backgrounds.
2. A view of history and the world around us that includes the contributions made by men and women of various cultures and backgrounds.
3. In all areas of the curriculum, efforts will be made to provide awareness of positive role models for students as well as to respond to female/male stereotyping, widening options for students.
4. With regard to physical education, students will be encouraged to participate in age appropriate physical activities. Gender and individual differences in sporting abilities and interests will be recognised and a program planned that allows for participation and enjoyment by all.
5. Undertake affirmative action programs where this is deemed necessary to provide for special needs, sexual orientation and disability, or respond to disadvantage.
6. Ensure that all students have equal access and input into decision-making processes within the classroom and the school community.

### **Teaching Methods**

1. Provide opportunities for sharing and interchanging roles by all staff members, i.e. chairing meetings, conducting assemblies, coordinating subject areas.



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2. Ensure that non-sexism, counter sexism and cultural inclusiveness are criteria in the selection and use of materials in school.
3. Utilise inclusive language, behaviours and treatment.
4. Utilise the experiences of people within the community to develop greater awareness of career choices and lifestyles.
5. Ensure that discriminatory and abusive language and behaviour amongst students is actively discouraged and that instances of such behaviour are responded to promptly.

## **Access to Facilities and Space**

1. Ensure that all students have equal access to school facilities, equipment and space, such as the park, basketball court and adventure playground.
2. Where appropriate, action will be taken to ensure that these are shared equally by girls and boys and by different age groups, and where necessary to undertake affirmative action to encourage broader use by a range of students.
3. Monitor the use of play space and facilities.

Any complaints can be lodged with the Equal Opportunity representative (who is usually the Assistant Principal), Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission. All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with Department of Education and Training's complaint procedures: <http://www.education.vic.gov.au/hrweb/workm/Pages/conduct.aspx>  
The School Council President will be informed of all Equal Opportunity concerns, on a confidential basis.

Please refer to the Department of Education and Training's Equal Opportunity, Discrimination and Harassment Handbook  
<http://www.education.vic.gov.au/hrweb/Documents/Equal-Opportunity-Discrimination-and-Harassment.pdf>

## **Evaluation:**

This policy will be reviewed as part of the school's three-year review cycle.

This policy was ratified by School Council in 2016