



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 Narrarrang Primary School General Office.

PURPOSE

The purpose of this policy is to explain Narrarrang 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 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 Narrarrang 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

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

Located in the growing Fishermans Bend precinct, our school serves a diverse and emerging residential community. Families at Narrarrang Primary School come from varied cultural, linguistic, and socioeconomic backgrounds, many of whom are new to the area. This context shapes our strong commitment to inclusion, connection, and creating a welcoming environment where every student is known and valued. We are committed to equity, access and excellence for every learner.

Narrarrang 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 at school.

Narrarrang Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we do not tolerate behaviours, language or practices that label, stereotype or demean others. At Narrarrang 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.

Narrarrang Primary School:

- actively nurtures and promotes a culture where everyone is treated with respect and dignity
- ensures 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, assemblies, graduation) on the same basis as their peers
- acknowledges and responds to the diverse needs, identities and strengths of all students
- encourages empathy and fairness towards others
- challenges stereotypes that promote prejudicial and biased behaviours and practices
- contributes to positive learning, engagement and wellbeing outcomes for students
- responds to complaints and allegations appropriately and ensures that students are not victimised.

At Narrarrang Primary School, our commitment to inclusion and diversity is brought to life through intentional practices that reflect our values. While our approach will continue to grow with our school community, practices are established as part of our inclusive culture. These include, but are not limited to:

- our values are visible and actively lived through shared language, expectations, and daily routines
- restorative practices and circle time are used to build community and resolve conflict
- structures are implemented to enable students to provide voice and leadership to contribute meaningfully to shaping school culture and decision-making
- all students and families are invited to participate in connection-focused meetings with their child's teacher early in the school year, with a focus to build strong relationships, understand individual needs, and support a smooth transition
- our English as an additional language (EAL) students are supported through our EAL program, and all cultural and linguistically diverse (CALD) students are supported to feel safe and included in our school. This includes English language support classes, cultural orientation programs, bilingual resources and an EAL Teacher, responsible for liaising with students and families
- we support learning and wellbeing outcomes of students from refugee background by providing the student with a buddy, provide support through the EAL program (if required) and by utilising resources to improve their wellbeing, achievement and engagement outcomes
- we provide a positive and respectful learning environment for our students who identify as LGBTIQ+ and follow the Department's policy on [LGBTIQ+ Student Support](#)
- all students in Out-of-Home Care are supported in accordance with the Department's policy on [Supporting Students in Out-of-Home Care](#). This includes being appointed a Learning Mentor and Student Support Group (SSG), in addition to having an Individual Education Plan (IEP). Students are also referred to Student Support Services (SSS) for an Educational Needs Assessment
- students with a disability are supported to be able to engage fully in their learning and school activities in accordance with the Department's policy on [Students with Disability](#), such as through reasonable adjustments to support access to learning programs, consultation with families and where required, SSG and IEPs
- integrating culturally responsive teaching approaches that honour and celebrate the cultures, languages, and histories of Indigenous students. This includes incorporating Indigenous perspectives and knowledge into the curriculum and fostering connections with local Indigenous communities
- not allowing alcohol onsite when students are present for child safety and cultural reasons. We refer to the Department's policy on [Alcohol at School Events](#) and obtain school council approval before alcohol is consumed on school premises.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes is not tolerated at Narrarrang Primary School. We take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying Prevention* 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/carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Students who engage in bullying, harassment, or exclusion— particularly when related to personal attributes such as race, gender, disability, culture, or identity— will be supported to understand the impact of their actions. Our approach focuses on accountability, education, and repair, aligned with our school values.

Reasonable adjustments for students with disabilities

Narrarrang 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 in [in accordance with the Department's Students with Disability policy](#). Reasonable adjustments are made for students with disabilities in consultation with the student, their parents/carers, their teachers, and, if appropriate, their treating practitioners. Our school may consult through Student Support Group (SSG) 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 nominated Disabilities Coordinator for further information.

COMMUNICATION

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

- available publicly on our school's website
- staff induction handbook (located on our school drive)
- enrolment/transition packs (located on our school's website)
- made available in hard copy from our school's General Office upon request.

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](#)
- [Safe Schools](#)
- [Supports and Services](#)
- [Preventing and Addressing Racism in schools](#)
- [Program for Students with Disabilities](#)

Related Policies:

- *Child Safety and Wellbeing Policy*
- *Statement of Values and School Philosophy*
- *Bullying Prevention Policy*
- *Student Wellbeing & Engagement Policy*

Other resources:

- [Refugee Education Support Initiatives \(RESI\)](#)
- [Student Leaders for Multicultural Inclusion](#)
- [Languages and Multicultural Education Resource Centre \(LMERC\)](#)
- [Schools - culturally safe environments guidance](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	Principal
Next scheduled review date	July 2029 – to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3 – 4 years.