



montessori school

Discrimination and Equal Opportunities Policy

1.1 Introduction

The aim of this policy is to provide all members of the School Community with equal opportunity to education and employment. Discrimination should be identified, prevented and responded to if it occurs. This policy is fundamental to Montessori philosophy and is necessary to comply with anti-discrimination legislation. This includes: *Human Rights and Equal Opportunity Commission Act 1986, Equal Opportunity Act 1984, Disability Discrimination Act 1975, Equal Employment Opportunity for Women in the Workplace Act 1999, Racial Discrimination Act 1975, Workplace Relations Act 1996, Sex Discrimination Act 1984* and Federal legislation.

Discrimination includes: disability, race, colour, descent, ethnic origin, sex, marital status, fertility, family responsibilities, age political views, religion, absence from work due to injury, illness or family leave and union membership or lack thereof. The Disability Standard for Education covers: enrolment, participation, curriculum development, accreditation and deliver, student support services and eliminating victimisation and harassment.

1.2 Accountabilities

The School Council is accountable for:

- contributing to developing and adopting policy and its implementation
- upholding relevant legislation
- ensuring the elimination of victimisation and harassment
- ensuring investigation of incidents where the Principal is involved
- assuring physical access to all new School buildings and where possible retrofitting others

1.3 Responsibilities

The Principal is responsible for:

- school community awareness of zero tolerance towards all discrimination
- elimination of victimisation and harassment
- being fair
- being confidential
- having a duty of care
- encouraging members of the School Community to make written discrimination and harassment complaints
- encouraging staff to attend professional learning around discrimination and harassment

- showing equality when employing new members of staff or enrolling new students
- ensuring that all students have the same access to quality education
- assuring physical access to all new School buildings and where possible retrofitting others
- encouraging students deal with inequality and discrimination
- facilitating proper investigations of discrimination and harassment issues
- removal from potential 'conflict of interest'
- briefing the School Council in the event of discrimination, harassment or inequality

The staff are responsible for:

- providing an environment where the possibility of any form of inequality or harassment is eliminated
- role-modelling fair behaviours
- empowering students to deal with issues of harassment, discrimination and inequality

The processes described in the Grievance Resolution Policy will be followed when dealing with issues of harassment, discrimination and inequality. Where potential or actual areas of discrimination are identified, they will be dealt with immediately, and the new learnings will be incorporated into the relevant policy documents. The School Council will review this Policy annually.

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Signed by Chairperson:	Council Approval Date: 11 th June 2019
	Council Review Date: June 2020