

EQUAL OPPORTUNITY

POLICY

Rationale:

- Lynbrook Primary School considers discrimination and harassment unacceptable forms of behaviour and they will not be tolerated under any circumstances. The Victorian Equal Opportunity Act 1995 makes it unlawful to discriminate or sexually harass in the area of education.
- It is the right of all members of the Lynbrook Primary School community to operate in an environment free from discrimination and harassment. It is the responsibility of the school to provide such an environment.

Aims:

- To employ equal opportunity practices in all school policies, curriculum programs, budgeting and resourcing.
- To deliver a curriculum that reflects the lives, values and experiences of students from various social and cultural backgrounds.
- To develop diverse gender inclusive teaching, learning, student assessment and reporting processes.
- To provide a socially and culturally supportive environment which promotes positive role models and no biased practices.
- To provide an environment free from discrimination and sexual harassment.
- To ensure the implementation of the Victorian Equal Opportunity Act 1995.
- To provide merit based employment and achievement recognition.

Implementation:

- An Equal Opportunity Officer will be appointed each year and will be a member of the Welfare Committee. The Equal Opportunity Officer will act as a contact person at the school to provide information and support to staff and individuals in relation to grievances.
- The Equal Opportunity Officer, in conjunction with the Welfare and Discipline Officers, will oversee the school's grievance review procedures in accordance with the process detailed in the Equal Opportunity Act 1995 (Victoria).
- Discrimination in education and discrimination in sport, in relation to students will be addressed by;
 - Staff making a conscious effort to encourage every student to participate equally in all activities and experiences over a seven-year period.
 - Timetabling to ensure each child has access and participates in all areas of the curriculum.
 - Recognising gender and individual differences in sporting abilities and interests and planning a program which allows for participation and enjoyment for all.
 - Girls and boys sharing equally the available space, such as oval, basketball courts and adventure playground. Affirmative action will take place if deemed necessary.
 - Allocating funds and providing Physical Education equipment that will be in line with Equal Opportunity Policy.
 - Supporting and encouraging participation in activities traditionally dominated by the other sex.
 - Eradicating stereotyping by sharing and interchanging roles of all staff members (Chairing meetings, conducting assemblies, training sports teams).
 - Teachers utilising the experiences of people within the community to develop greater awareness of career choices and lifestyles.
 - Teachers ensuring they use non gender specific language and consider equal reference to both sexes.
 - Teachers including multicultural aspects in units of work.

- Providing gender balance on the Student School Council.
- Dealing with sexual and other forms of harassment as detailed in the Student Code of Conduct.
- Discrimination in employment and the delivery of goods and services in relation to staff, school council, parents, support agencies and visiting personnel shall be addressed by;
 - Providing recognition on merit based criteria.
 - Adhering to the Employment Guidelines Handbook.
 - Providing grievance procedures in the Staff Information Booklet.
 - Engaging services in line with correct tendering and quotation processes.
 - Providing access to fair and efficient grievance review processes in relation to disciplinary, personnel and administrative actions.
- This policy will support and strengthen policies outlined in the Student Code of Conduct, Staff Code of Conduct and School Council Code of Conduct.

Evaluation:

Annual reviews of Equal Opportunity will be submitted by the Welfare Committee and will be presented in the School's Annual Report. Monitoring of recorded complaints and the observation of changed behaviours in respect to acceptance and tolerance of all individuals will be noted

- This policy was last ratified by School Council in 2005.