

# Non-Discrimination Policy

## I. Aims

- A. At Kerry Street we believe in social justice for all people. To that end we aim to make all explicit and implicit processes of the school non-discriminatory.
- B. If we realise direct or indirect discrimination, in any form, is intentionally or unintentionally occurring in the school, all efforts will be made to eliminate it.

## II. Remarks

- A. Discrimination is against the law.

## III. Definitions

For more specific definitions, including for sexual harassment, please see the AISWA file, Policies and Procedures Guidelines for Schools

- A. Discrimination is treating one person less favorably than another in the same circumstances.
- B. Direct discrimination is when a person is treated less favorably than another because of a certain characteristic such as sex or disability, e.g. not employing a male teacher because he is male.
- C. Indirect discrimination is when a condition is set that is more easily fulfilled by people of one group than another, e.g. 'all students will be assessed in science using a written test in English' discriminates against students in non-English speaking families and, more subtly, students whose literacy skills do not reflect their abilities in other areas.

## IV. Scope

- A. **Discrimination may take many forms including:**
  - 1. disability discrimination
  - 2. sexual harassment and discrimination
  - 3. racial harassment and discrimination
  - 4. other, e.g. age and religion
- B. **Discrimination can manifest in various aspects of school, including:**
  - 1. employment of staff
  - 2. enrolment of students
  - 3. educational program
  - 4. inclusion as a member of the school community, including involvement in decision making and volunteering at school

5. behaviour and attitude of students and adults, including bullying.

## **v. Principles and Procedure**

- A. The educational program of the school will include the consideration of human rights and nondiscrimination.
- B. When designing, writing and reviewing educational programs and procedures and policies of the school, and when making decisions at school, there will be an awareness of the possibility of discrimination occurring.
- C. If discrimination has been identified at school it will be brought to the attention of the relevant person or group according to our governance structure.

## **vi. Responsibilities**

As a community we are all responsible for identifying and alleviating instances of discrimination in our school. In particular:

- A. all school processes, including enrolment and employment procedures, involvement in decision making and volunteering at school, will be monitored by the council
- B. the educational program and behaviour of students will be monitored by the education Coordinator.

## **vii. Related Legislation and More Information**

- A. For more information and related legislation please see the AISWA file, Policies and Procedures Guidelines for Schools, Section 3 (Disability Discrimination), Section 6 (Sexual Harassment and Discrimination) and Section 16 (Racial Discrimination).
- B. In cases where this policy or the AISWA file does not adequately meet the needs of the school community and more detail is required, please refer to the policy of the Department of Education and Training.

## **viii. Related Kerry Street Documentation**

- A. Policies including Enrolment Policy, Employment Policy, Curriculum Policy, Bullying Policy, Complaints Policy
- B. Governance Structure
- C. Constitution
- D. Aims and Philosophy

## **IX. Authorisation and Review**

- A.** This policy was read, discussed and endorsed by the staff in December 2004
- B.** It was authorised by the Kerry Street Community School Council on
- C.** Reviewed on 13/1/06 by meeting of staff and council
- D.** This policy was reviewed September 2012
- D.** To be reviewed 2017

*Helen Sugars Duff*