

ANTI-DISCRIMINATION

Definition

Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions.

Rationale

Discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from discrimination in all forms, including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

Aims

To provide a fair and supportive environment free from all forms of discrimination, discriminatory practice and beliefs, that promotes personal respect, values diversity, and provides physical and emotional safety.

Implementation

- Professional development relating to discrimination will be provided for all staff, who in turn will model and practice appropriate non-discriminatory behaviour.
- Staff, students and members of the school community will be familiar with the school's approach to anti-discrimination and will be provided with information relating to their rights and responsibilities.
- All claims of discrimination will be constructively addressed.
- Curriculum content will be free of discriminatory content but will, where possible, analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices.