



POLICY	Diversity and Inclusion
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Policy Owner	Principal
Function/Area	School Community

Policy Statement

Tranby College is committed to creating a community that values diversity and inclusion of all people. As guided by the Uniting Church, every person has the right to feel valued and safe at the College.

This policy should be read in conjunction with the College's Child Safety Policy, EEO and Workplace Discrimination Policy, Concerns, Complaints and Disputes Policy and Workplace Grievance Policy.

Policy Scope

This policy applies to all students, parents/guardians, College staff, Board members, contractors and volunteers.

Policy Principles

Policy Principles are categorised into the headings of:

1. **OUR COLLEGE VALUES DIVERSITY AND DOES NOT TOLERATE ANY DISCRIMINATORY PRACTICES**
2. **CONSEQUENCES FOR INTOLERANCE AND DISCRIMINATORY PRACTICES**
3. **SUPPORT AVAILABLE TO MEMBERS OF THE COLLEGE COMMUNITY**

1. **OUR COLLEGE VALUES DIVERSITY AND DOES NOT TOLERATE ANY DISCRIMINATORY PRACTICES**

To achieve this, we:

- support the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students and their families
- support the cultural safety, participation and empowerment of students from culturally and/or linguistically diverse backgrounds and from diverse faith backgrounds and their families
- welcome students with disability and their families and act to promote their participation
- welcome students and families of diverse gender and sexuality and act to promote their participation
- seek to recruit a workforce that reflects a diversity of cultures, abilities and identities
- ensure all Staff, Direct Contact Volunteers and Direct Contact Contractors have training about Aboriginal and Torres Strait Islander cultures, disability, culturally and/or linguistically diverse backgrounds, and those with particular experiences or needs
- have a physical environment that actively celebrates diverse cultures and recognises cultural difference
- commit to ensuring our facilities promote the inclusion of students of all abilities.

Developed:	Owner:	Review:	Date of last review:	Printed
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2. CONSEQUENCES FOR INTOLERANCE AND DISCRIMINATORY PRACTICES

A vast array of consequences can occur for demonstrated instances of intolerance or discriminatory practices. Initially the College will instigate a review the alleged incident and if consequences are deemed appropriate can result in a range of measures including (depending on the severity of the breach), remedial education, counselling, increased supervision, the restriction of duties, suspension or in the case of serious breaches, termination of employment, contract, engagement or enrolment.

3. SUPPORT AVAILABLE TO MEMBERS OF THE COLLEGE COMMUNITY

A range of support services are available to the College Community. These include:

- counselling and psychological assistance for staff and students
- College Chaplain
- Support for students through Heads of House, Deans and classroom teachers
- creation of student plans (Individual Education Plans, Behavioural Management Plans, Individual Support Plans and Risk Management Plans)
- access to support services provided by AISWA
- referral to external agency if required

Related Policy and Procedures

Policy Child Safety

Policy Concerns, Complaints and Disputes

Policy EEO and Workplace Discrimination

Policy Whistleblower

Policy Workplace Grievances

Code of conduct (Child Safety, Workplace, Parent and Student)

Applicable Legislation

Affirmative Action (Equal Opportunity for Women) Act 1986(Federal)

Disability Discrimination Act 1993 (Federal)

Education Act

Equal Opportunity Act 1984 (WA)

Human Rights and Equal Opportunity Commission Act 1986 (Federal)

Industrial Relations Act 1979 (WA)

Industrial Relations Reform Act 1993(Federal)

Racial Discrimination Act 1975 (Federal)

Racial Hatred Bill 1994(Federal)

Sex Discrimination Act 1984 (Federal)

Responsibilities

Student Responsibility

Each student has the responsibility to:

- Know and adhere to the policy at an age appropriate understanding

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Parent Responsibility

Each parent has the responsibility to:

- Know and adhere to the policy at an age appropriate understanding
- Support their child in the development of their understandings in relation to this policy

Staff and Volunteer Responsibility

Each Staff member has the responsibility to:

- Know and implement this policy as required
- Participate in training on this policy
- Respond to every concern or complaint raised with them seriously and without bias
- Report and record every concern or complaint raised with them in the appropriate data base.
- Seek guidance from the College Leadership team in resolving more serious or complex issues
- Report to Principal any concerns related to issues of discrimination or non-inclusivity

Manager's Responsibility

The Principal and the College Leadership has responsibility to:

- Conduct training on this policy for all staff and volunteers
- Investigate serious complaints
- Maintain the Complaints Register
- Regularly review the Complaints Register to identify trends to identify risks and inform improvements across the College

College's Responsibility

Tranby College has a responsibility to:

- Make the policy available to members of the College community parents and students in an accessible, culturally appropriate and child friendly form.
- Ensure that the policy is fairly and justly applied across Tranby College
- Respond to the needs of a particular individual as appropriate within the values of Tranby College
- Comply with legislated requirements
- Regularly review the policy

Further Information

Further information concerning any aspect of this policy may be directed to the Associate Principal.

Policy Sign off & Acceptance

Sign off is required by:

Principal

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June 2021	Principal	2 yearly	June 2021	25/6/21



Revision History *(filled out Board or Principal)*

Version	Approved/ Amended/ Rescinded	Date	Board/ Principal	Approval/ Resolution Number	Key Changes & Notes
1	Approved	June 2021	Principal	June 2021	-

Developed:	Owner:	Review:	Date of last review:	Printed
June 2021	Principal	2 yearly	June 2021	25/6/21