

Inclusion and Diversity Policy

Rationale:

Advance College of Education is committed to creating and maintaining a child safe and child-friendly organisation. The Child Safe Standards are compulsory minimum standards for all Victorian schools to ensure they are well prepared to keep children and young people safe and protect them from abuse. [Ministerial Order 1359](#) provides the framework for child safety in schools.

Purpose:

The purpose of this policy is to explain Advance College's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. This policy should be read alongside the following Department of Education policies:

- [Equal Opportunity and Human Rights – Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole Department policies apply to all staff at Advance College.

Policy Definitions:

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Disability harassment: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

Vilification: conduct that incites hatred towards, revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

Inclusion and Diversity:

Advance College strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Advance College is committed to creating a school community where all members are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Advance College is a 'Respectful Relationships' school. We acknowledge and celebrate the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Advance College we value the human rights of every student and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Advance College will:

- Foster a culture in which all individuals are treated with respect and dignity
- Ensure no student is discriminated against, directly or indirectly
- Provide reasonable adjustments so all students can participate equally in all school activities, including sports, camps, excursions, and events
- Recognise and respond to the diverse needs, identities, and strengths of students
- Promote empathy, fairness, and inclusion, and challenge stereotypes and bias
- Support positive learning, engagement, and wellbeing outcomes
- Respond to complaints and allegations promptly and appropriately
- Ensure students are not victimised for raising concerns

Bullying, unlawful discrimination, harassment, vilification, and any other inappropriate behaviour targeting individuals or groups based on personal attributes will not be tolerated. Actions will be taken in accordance with the Student Wellbeing and Engagement and Bullying Prevention policies.

Students who experience or witness such behaviour are encouraged to report concerns to a teacher, parent, or carer.

Reasonable Adjustments for Students with Disabilities:

Advance College recognises its legal obligation to make reasonable adjustments to support students with disabilities. A reasonable adjustment is any measure or action taken to enable students with disabilities to participate in their education on the same basis as their peers.

These adjustments are made in consultation with the student, their parents or carers, their teachers, and, where appropriate, their treating practitioners. The College may engage in consultation through Student Support Group processes, as well as through other less formal methods.

For further information about the support available for students with disabilities, or to discuss a student's needs, please refer to the College's Student Wellbeing and Engagement Policy and/or contact the Student Wellbeing or Learning Support teams.

Communication:

This policy will be communicated to our school community in the following way:

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Included in transition and enrolment packs
- Reminders in our school newsletter
- Hard copy available from school administration upon request

Related Policies and resources:

Related policies include our Student Wellbeing and Engagement, Statement of Values and Bullying Prevention policies.

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying policies](#), which apply to all staff at our school.

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- Equal Opportunity and Human Rights – Students
- Students with Disability
- Koorie Education
- Teaching Aboriginal and Torres Strait Islander Culture
- Safe Schools
- Student Support Services
- Program for Students with Disabilities

Policy status and review:

The assistant principal is responsible for reviewing and updating the Inclusion and Diversity Policy at least every three years.

Approval:

Policy last reviewed	22 nd April 2026
Consultation	College Board 22 nd April 2026
Approved by	College Board and (Principal)
Next review date	21 st April 2029