



Newbury Primary School

Inclusion and Diversity Policy (Includes Equal Opportunity and Sexual Harassment)



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Newbury Primary School on 03 8691 6900 or newbury.ps@education.vic.gov.au.

PURPOSE

The purpose of this policy is to explain how Newbury Primary School works to make sure every member of our school community is treated with respect and dignity, regardless of their background or personal attributes. This policy should be read alongside the following department policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity – Employees](#), [Sexual Harassment – Employees](#) and [Workplace Bullying](#)) as these whole of department policies apply to all staff at Newbury Primary School

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 or 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) have 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

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

Newbury Primary School opened in 2017 and is a primary school educating children from Prep to Year 6 and is situated in the northwest suburb of Craigieburn with 1075 students. The School Vision is to provide a dynamic learning community where all students are empowered to learn and achieve personal success. The School Mission states that we are committed to creating a safe, secure, educationally stimulating, calm and nurturing learning environment underpinned by high expectations and the recognition of effort. We focus on the emotional, social and academic development of every student as an avenue of developing confident, creative, compassionate and informed citizens who are actively engaged in their community. The strong sense of community is evident in the continuous, honest and open dialogue between all stakeholders. Newbury Primary School has an EAL population of 63% with 37 different languages being spoken including Punjabi, English, Hindi and Arabic. At Newbury Primary School, student wellbeing is at the centre of all that we do.

Newbury Primary School is committed to creating a school community where all members of our school community 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.

Newbury Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we do not tolerate behaviours, language or practices that label, stereotype or demean others. At Newbury Primary School 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.

Newbury Primary School:

- actively nurtures and promotes a culture where everyone is treated with respect and dignity
- ensures that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (e.g. schools sports, concerts) on the same basis as their peers
- acknowledges and responds to the diverse needs, identities and strengths of all students
- encourages empathy and fairness towards others
- challenges stereotypes that promote prejudicial and biased behaviours and practices
- contributes to positive learning, engagement and wellbeing outcomes for students
- responds to complaints and allegations appropriately and ensure that students are not victimised.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes is not tolerated at Newbury Primary School. We will take appropriate measures, consistent with our Student Wellbeing and Engagement and Bullying policies to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour. As per the racism in schools policy, all incidents of racism will be recorded by staff on EduSafe Plus.

Reasonable adjustments for students with disabilities

Newbury Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers in accordance with the department's [Students with Disability Policy](#). Reasonable adjustments are made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways. For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please refer to our school's [Student Wellbeing and Engagement policy](#) or contact the Assistant Principal (Inclusion, Community and Relationships) at communication@newburyps.vic.edu.au.

COMMUNICATION

This policy is communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Included in school council induction materials
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

The following school policies are relevant to this policy:

- Student Wellbeing and Engagement Policy
- Child Safety [and Wellbeing] Policy
- Statement of Values and School Philosophy
- Bullying Prevention policies

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

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

- [Child Safe Standards](#)
- [Disability Inclusion Funding and Support](#)
- [Disability Inclusion Profile](#)
- [Equal Opportunity and Human Rights - Students](#)
- [Koorie Education](#)
- [Languages and Multicultural Education Resource Centre \(LMERC\)](#)
- [LGBTQIA+ Student Support](#)
- [Preventing and Addressing Racism in Schools](#)
- [Refugee Education Support Initiatives](#)
- [Safe Schools](#)

- [Schools - culturally safe environments guidance](#)
- [Student Wellbeing and Engagement](#)
- [Student Leaders for Multicultural Inclusion](#)
- [Students with Disability](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	11th June 2026
Approved by	Principal
Next scheduled review date	June 2030