



PERTH
MONTESSORI
—

EQUAL OPPORTUNITY POLICY

BOARD APPROVAL

Version: V2.0

Approval Date: 30 January 2023

Signed by Board Chair:

Name of Board Chair: Dr. Andrew J. Marsh

Next Revision Date: February 2024 or as required

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1. PURPOSE

- 1.1. The purpose of this policy is to explain Perth Montessori's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. Perth Montessori provides a safe, inclusive and supportive school environment which values the human rights of all students and staff.

2. DEFINITIONS

- 2.1. The following are the definitions key to this policy:
 - 2.1.1. 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.
 - 2.1.2. Direct discrimination: unfavourable treatment because of a person's protected attribute.
 - 2.1.3. Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.
 - 2.1.4. 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.
 - 2.1.5. Disability harassment: humiliating comments or actions about a person's disability.
 - 2.1.6. 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.
 - 2.1.7. 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).

3. LEGISLATIVE REQUIREMENTS

- 3.1. Relevant Legislation or Authority:
 - 3.1.1. Disability Discrimination Act 1992 (Cth)
 - 3.1.2. Disabilities Discrimination Act: Standards for Education 2005 (Cth)
 - 3.1.3. Commonwealth Privacy Act 1998

- 3.1.4. Equal Opportunity Act 1984 (WA)
- 3.1.5. Human Rights and Equal Opportunity Commission Act 1986 (Cth)
- 3.1.6. School Education Act 1999 (WA)
- 3.1.7. School Education Regulations 2000 (WA)
- 3.1.8. Sex Discrimination Act 1984 (Cth)

4. SCOPE

- 4.1. This policy applies to all staff, teachers, and students at the School.

5. POLICY STATEMENT

- 5.1. Inclusion and Diversity
 - 5.1.1. The Perth Montessori community is made up of people from diverse backgrounds, including different nationalities, first-nations people, religious backgrounds and family types, such as single-parent and same-sex,
 - 5.1.2. Perth Montessori 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,
 - 5.1.3. Perth Montessori acknowledges and celebrates 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.
 - 5.1.4. At Perth Montessori 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.
- 5.2. Discrimination and Harassment
 - 5.2.1. Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Perth Montessori,
 - 5.2.2. We will take appropriate measures, consistent with our *Bullying Prevention, Inclusive Education, Behaviour Management policies* and *Student and Parent and Staff Codes of Conduct* to respond to students, staff or parents / carers who demonstrate these behaviours at our school,
- 5.3. Reasonable adjustments for students with disabilities

Perth Montessori understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities.

- 5.3.1. 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.
- 5.3.2. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners.
- 5.3.3. Our school may consult through Student Support Group processes and in other less formal ways.
- 5.3.4. 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 *Inclusive Education and SAER Policy* or contact the Principal for further information.

6. RELATED DOCUMENTS

- 6.1. Related School Policies:
 - 6.1.1. Behaviour Management
 - 6.1.2. Child Friendly Child Safe
 - 6.1.3. Complaints, Concerns & Disputes
 - 6.1.4. Duty of Care
 - 6.1.5. Enrolment
 - 6.1.6. Parent and Student Code of Conduct
 - 6.1.7. Staff Code of Conduct

7. REVISION HISTORY

#	Date	Owner	Change
V1.0	30/01/2023	Sally Alderton	Review and amalgamation of the following policies: Disability and Discrimination policy; Racial Discrimination policy; and Sexual Harassment policy.