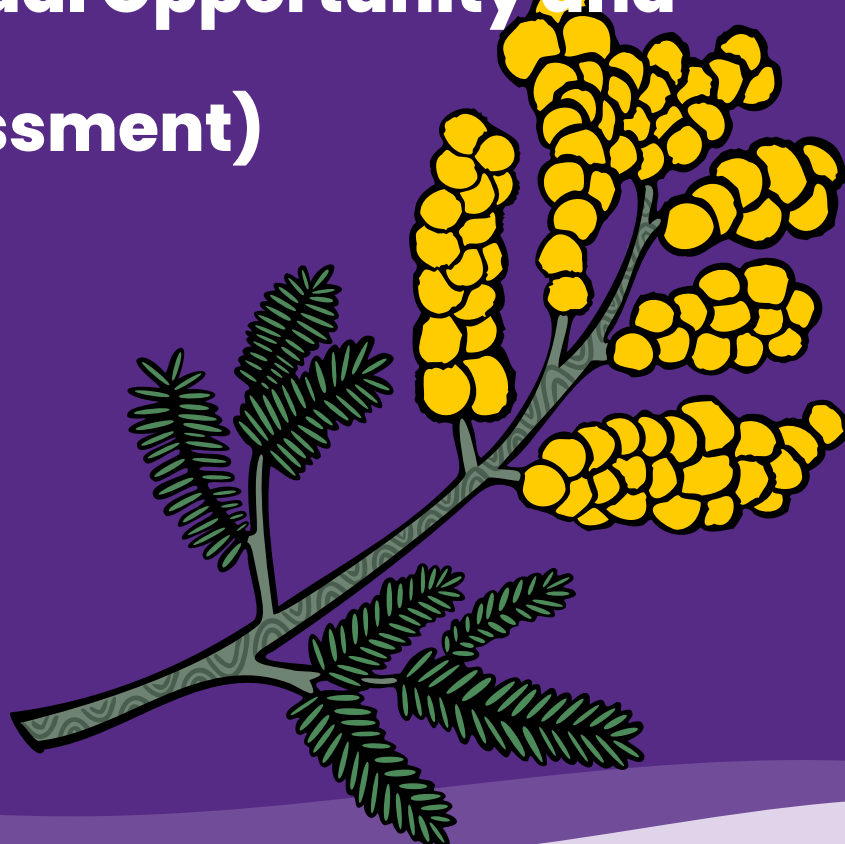


July 2025

Inclusion and Diversity Policy

(Includes Equal Opportunity and Sexual Harassment)



Muyan
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 a member of our Administration Team at our front office.

PURPOSE

The purpose of this policy is to explain Muyan Primary School'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 of Department policies apply to all staff at Muyan 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) 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

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

Muyan Primary School serves a rapidly growing and increasingly diverse community in Melbourne's northern growth corridor. Our school community reflects the changing demographics of the Wallan East area, where recent census data indicates over 28% of residents now speak a language other than English at home - a significant increase from 18% just five years ago. Our school includes students and families from more than 15 different cultural backgrounds, with particularly strong representation from South Asian, Middle Eastern, and Pacific Islander communities. This cultural richness brings valuable perspectives, experiences, and traditions that enhance our learning environment and prepare our students for participation in our multicultural society.

Our commitment to inclusion honours this growing diversity by actively celebrating cultural differences and ensuring equitable access to educational opportunities for all students. We recognize that Wallan East's demographic profile continues to evolve, with population projections indicating our community will become increasingly multicultural over the next decade as new residential developments attract families from diverse backgrounds. The school responds proactively to these changes by employing Multicultural Education Aides, offering language support programs, and developing culturally responsive teaching practices that validate students' cultural identities and experiences. Through these initiatives, Muyan Primary School strives to create a learning environment where diversity is celebrated as a strength that enriches our entire school community.

Muyan 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.

Muyan 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 Muyan 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.

Muyan 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 etc) 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.

Muyan Primary School is committed to building a cultural responsiveness framework in collaboration with staff, students, and community members. This framework enhances our collective ability to understand, value, and effectively engage with people from various cultural backgrounds.

Our school adapts communication approaches and behaviours to meet the needs of diverse cultural groups, while promoting respect for cultural differences. We are dedicated to integrating diversity, equity, and inclusion principles throughout our school operations, policies, and practices by appreciating individual and group differences and actively fostering an inclusive environment.

We recognize that cultural responsiveness and diversity commitment are essential for creating a welcoming atmosphere where cultural differences are understood and respected, stereotyping is avoided, and equity is promoted for everyone regardless of cultural background. As outlined in our *Student Wellbeing and Engagement Policy*, we implement several key initiatives to support these goals, including the School Wide Positive Behaviour Support (SWPBS) framework, Respectful Relationships, and the Berry Street Education Model (BSEM). These programs form part of our comprehensive strategy to foster positive relationships, encourage positive behaviour, and promote inclusion and diversity throughout our school community.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes is not tolerated at Muyan Primary School. We 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 are be supported to understand the impact of their behaviour.



Reasonable adjustments for students with disabilities

Muyan 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 Wellbeing Leader for further information.

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 staff handbook/manual
- Discussed at annual staff briefings/meetings
- Discussed at student forums
- Included in transition and enrolment packs
- Discussed at parent information nights/sessions
- Reminders in our school newsletter
- Hard copy available from Administration upon request

RELATED POLICIES AND RESOURCES

Related Policies:

- *Child Safety and Wellbeing Policy*
- *Statement of Values and School Philosophy*
- *Bullying Prevention Policy*
- *Student Wellbeing and Engagement Policy*

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:

- [Equal Opportunity and Human Rights - Students](#)
- [Students with Disability](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)



- [Safe Schools](#)
- [Supports and Services](#)
- [Program for Students with Disabilities](#)
- [Preventing and Addressing Racism in schools](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	Principal
Next scheduled review date	May 2028 To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3 years thereafter. The review includes input from students, parents/carers and the school community.



Thank you
(Nagujin)



Muyan
Primary School