



## **MELBA COLLEGE CULTURAL AND SOCIAL DIVERSITY POLICY**

### **RATIONALE:**

In order for our school to truly reflect the needs and aspirations of our students and their families, we need to ensure that the school is culturally and socially inclusive and that this diversity is recognised, catered for, celebrated and valued. This diversity includes (but is not limited to) the needs of children from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander children and same sex attracted intersex gender diverse (SSAIGD) children

### **GUIDELINES:**

To develop a school ethos that reflects, responds to and values cultural and social diversity. Where possible, the school will acknowledge, respect and celebrate cultural and social diversity, and where possible use cultural and social diversity as teaching and learning opportunities.

The Australian Parliament has passed laws that aim to protect people from certain types of discrimination in public life and from breaches of their human rights by Commonwealth departments and agencies. They include the:

- Australian Human Rights Commission Act 1986
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

These laws operate in conjunction with Victorian human rights legislation, which came into effect on 1 January 2007 and provides human rights protection in Victoria specifically regarding civil and political freedoms and responsibilities

### **IMPLEMENTATION:**

- Our school curriculum, leadership and management practices promote and will affirm principles of multicultural and social diversity.
- We will ensure that learning experiences recognise, value and build on students' backgrounds and experiences.
- Our school code of practice, discipline policy and dress code, and our school charter will all acknowledge and cater for our cultural and social diversity
- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, will be represented as members of decision-making bodies, will have their input treated fairly, and decision-making processes and outcomes will be meritorious, non-racist and inclusive.
- All staff will participate in professional development relating to cultural and social diversity and discrimination.
- All staff will model inclusive behaviour, and report to the principal any behaviour that appears racist, discriminatory or prejudiced.
- Same sex attracted intersex gender diverse (SSAIGD) needs will be recognised in all curricular and extra-curricular programs in accordance with DET policy and Federal Discrimination laws

- Students from non-English speaking backgrounds will have access to EAL (English as an Additional Language) programs.
- Cultural and social diversity awareness will be provided throughout the curriculum
- Aboriginal and Torres Strait Islander students will be managed in accordance with DET initiatives. Refer to DET link below:

**RELATED POLICIES & LINKS:**

- Discipline Policy
- Student Code of Practice
- Child Safety Code of Conduct
- Charter of Human Rights and Responsibilities Act <https://www.humanrights.gov.au/>
- <http://www.education.vic.gov.au/about/programs/aboriginal/Pages/default.aspx>
- <http://www.gazette.vic.gov.au/gazette/Gazettes2016/GG2016S002.pdf>
- <http://www.vrqa.vic.gov.au/childsafes/Document/Min%20Order%20870%20Child%20Safe%20Standards.pdf>
- <http://www.education.vic.gov.au/about/programs/health/protect/Pages/schobligationsorder.aspx>

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