Mansfield Primary School
Equal Opportunity Policy

BASIC BELIEF

Mansfield Primary School values diversity and believes Equal Opportunity is the basic right of all members of the school community. No person should be discriminated against on the basis of gender, age, race, religion, socio-economic status, family status, politics, industrial activity, sexual orientation, physical features, intellectual/physical disability or medical condition. All students should have the right to pursue their education and reach their potential in a just and non discriminatory environment.

IMPLEMENTATION

- Our school will provide a working environment that does not tolerate unlawful discrimination and provides equal opportunity for all.
- The school’s position as an Equal Opportunity employer and workplace will be communicated to the wider community via the newsletter.
- The school’s policies and practices will be regularly reviewed to ensure consistency with the Victorian Equal Opportunity Act
- The Racial and Religious Tolerance Act 2001 prohibits amongst other things, practices such as racist graffiti, speeches or posters in public places, engaging in racist or religious vilification in public places, or making offensive racist comments in publications including the internet or email.
- Any complaints can be lodged with the Principal, Regional Director, Merit Protection Boards, or Equal Opportunity Commission.
- All complaints will be investigated promptly, confidentially, and with impartiality. All complaints will be managed in a manner consistent with DEECD’s ‘Local Complaints Resolution Procedures’ handbook and the school’s “Raising Concerns and Complaints Policy”.
- The School Council president will be confidentially informed of all Equal Opportunity concerns.
- Our school will provide equal access to and participation in appropriate curriculum by:
  - broadening perspective in curriculum content and eliminating any stereotyping
  - encouraging the use of non-stereotypical and non gender specific language
  - seeking resources to ensure a successful ongoing inclusive program
  - implementing programs and providing resources which seek to redress educational disadvantage.
- Mansfield Primary School will ensure a supportive school environment by:
  - providing a challenging learning environment which is socially and culturally supportive, and emotionally and physically comfortable for all students
  - developing strategies to eliminate behaviour and practices in the school which ignore, offend or humiliate students
  - developing strategies to enhance self worth and to recognise and value individual differences
  - giving consideration to a balance of gender and ability in the composition of all classes.

This policy was ratified by the Mansfield Primary School Council on – 04/12/2013

Review Date: 2016