



Elwood Primary School No 3942

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PROGRAM: Equal Opportunity

POLICY NO:26

Review August 2009

PURPOSE

To ensure that:

1. All students have the opportunity to make the most of their educational opportunities at Elwood Primary regardless of gender, racial, cultural or socio-economic background or level of ability.
2. All students and staff operate in an environment free of any form of harassment or discrimination.
3. All students have equal access to school facilities and resources.
4. The curriculum presents a view of history, and the world around us, that includes the contributions made by both women and men of various cultures, values, races and social and economic backgrounds.
5. The curriculum offers students the opportunity to expand and challenge their understanding of the world beyond the school.

BROAD GUIDELINES

Promotion of equal opportunity practices requires the provision of:

1. A comprehensive curriculum that is inclusive, flexible and adaptable to the needs, interests and abilities of students.
2. Educational materials and programs that support equality of opportunity.
3. Specific curriculum programs to develop effective communication and conflict resolution skills.
4. Positive role models including other students, teachers and parents.
5. Education about the negative effects of racism, sexism, bullying, religious intolerance, stereotyping and other forms of social injustice.
6. School procedures, as documented in Policy No 37 Promoting a Safe and Supportive School Environment, and No 2 Student Support, and DEECD procedures, which deal effectively with issues of equal opportunity when they arise.

Definitions

Equal opportunity promotes recognition and acceptance of everyone's rights to equality of opportunity and is based on respect for diversity, tolerance and a belief in the value of all individuals

Harassment is defined as any verbal, written, physical or psychological behaviours that are unwelcome, uninvited, repeated, hostile, offensive or degrading. This includes bullying, teasing and intimidation.

Gender based harassment is the unwanted imposition of behaviour that is based on sex stereotyping.

Sexual harassment is any unwelcome conduct of a sexual nature, including sexual advances, requests for sexual favours, acts of physical intimacy, oral or written remarks with sexual connotations and gestures, actions or comments of a sexual nature.

Racial vilification describes verbal or non-verbal statements which express racial intolerance such as offensive words, ethnic jokes, stereotyping, offensive symbols or gestures.

IMPLEMENTATION

1. Strategies across the curriculum include the following:
 - teaching and learning strategies which address gender inclusiveness and different learning styles.
 - discussion of Student Code of Conduct.
 - development in students of an awareness of racist or sexist language and stereotyping.
 - activities which stimulate active participation by all students e.g. role-playing, simulations, co-operative discussions.
 - special educational needs supported within school resources e.g. Reading Recovery, Integration.
 - students encouraged to enter competitions and challenges either individually or in teams in addition to school based activities e.g. Science Talent Search, Mathematics and English competitions.
 - encouragement of participation in non-traditional gender roles.
 - encouragement of all students to become proactive class members and to participate in leadership opportunities.
 - equitable allocation of equipment and other resources.
 - invitation to speakers to address students, staff and parents on Equal Opportunity issues.
 - celebration of cultural diversity through curriculum programs and special events.
2. Staff professional development is conducted as needed to ensure all staff are familiar with both their rights and school procedures for dealing with complaints.
3. Information about related issues is publicised to the school community via Newsletter.

RESOURCES

DEECD *Schools Reference Guide* Section 6 'Management'

DEECD *Addressing Parents Concerns and Complaints*

Victorian Public Authorities (Equal Employment Opportunity) Act 1990

Victorian Equal Opportunity Act 1995

Commonwealth Disability Discrimination Act 1992

Commonwealth Human Rights and Equal Opportunity Act 1986

Commonwealth Racial Discrimination Act 1975

Commonwealth Sex Discrimination Act 1984

EPS Policy No 37 Promoting a Safe and Supportive School Environment

EPS Policy No 2 Student Welfare

School based curriculum and materials

REVIEW

In 2012