



Rockingham Montessori School
Incorporated
ABN: 68115 270 695

POLICY TITLE: Discrimination and Equal Opportunity Policy

BOARD APPROVAL DATE: May 2019

SIGNED BY CHAIR:

BOARD REVIEW DATE: May 2022

OVERVIEW

Rockingham Montessori School aims to provide children, staff and the school community with equal opportunity and the same rights to education and employment. This involves identifying, preventing and responding to situations that could result in discrimination of any kind.

PRINCIPLES

It is Rockingham Montessori School's fundamental philosophy that all have a right to equal opportunity, regardless of race, gender, religion, needs, physical attributes (and all other potential areas). This is consistent with Montessori philosophy that values diversity. It is also necessary to comply with all relevant legislation that protects equal opportunity.

Despite this environment, there may be instances where children, families or staff are discriminated against, and this potential should be recognised and managed.

OBJECTIVES

It is the objective of Rockingham Montessori School to:

1. Provide an environment of equal opportunity for all;
2. Promptly resolve any activities that are potentially discrimination; and
3. Provide an environment where potential discrimination can be reported free of consequence.

APPLICABLE ISSUES

Federal Government Legislation

- Equal Employment Opportunity for Women in the Work place Act 1999
- Human Rights and Equal Opportunity Commission Act 1986 www.humanrights.gov.au
- Equal Opportunity Act 1984
- Disability Discrimination Act 1992 www.humanrights.gov.au
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984 -Section 21- Education
- Workplace Relations Act 1996

State Government Legislation

- Equal Opportunity Act 1984
- Criminal Code Chapter XI
- Spent Convictions Act 1988

Commonwealth Programs for Schools Quadrennial Administrative Guidelines www.dest.gov.au

WA Equal Opportunity Commission Community Education Officer

www.equalopportunity.wa.gov.au

AISWA

Fair and Reasonable: Disability Discrimination Act Implementation Kit (available from AISWA Library or www.curriculum.edu.au)

LEVELS OF RESPONSIBILITY

The School Board is responsible for:

- developing and adopting the policy;
- ensuring that all measures have been adopted by the Principal and staff, and that the policy is in place;
- upholding legislature;
- ensuring the elimination of harassment and victimisation;
- ensuring that thorough investigation is initiated in incidents where the Principal may have a conflict of interest; and
- assuring physical access to the school for people with a disability.

The Principal is responsible for:

- fairness and strict confidentiality;
- duty of care;
- school community awareness of zero tolerance towards all forms of discrimination and inequality;
- elimination of harassment and victimisation;
- implementation of inclusion policies;
- preparing a disability awareness program with the involvement of children, staff, parents and community members;
- ensuring ongoing familiarisation with the disability awareness program by the school community;
- ensuring a written complaints procedure is established that encourages any person who is subject to unlawful discrimination or harassment to make a complaint;
- ensuring the complaints procedure is well publicised to both staff and families;
- ensuring that the staff professional development program includes continuing education on discrimination issues;
- equality and care in employing staff and volunteers;
- ensuring persons with a disability are offered the same educational opportunities as everyone else;
- assuring physical access to the school for people with a disability;
- empowering children to deal with and report discrimination and inequality effectively;
- ensuring that thorough investigation is initiated;

- removal from any conflict of interest; and
- ensuring the School Board is briefed appropriately in the event of discrimination or inequality concern.

The Deputy Principal/Program Coordinators are responsible for:

- fairness and strict confidentiality;
- duty of care;
- those duties as delegated by the Principal; and
- vigilance and assisting the Principal to promote awareness of zero tolerance towards discrimination and inequality

The Staff are responsible for:

- providing a protective environment where the risk of any form of discrimination, harassment and inequality is eliminated;
- enacting their 'duty of care' responsibilities in dealing with all forms of discrimination, harassment and inequality and reporting as necessary; and
- empowering all children to deal with and report discrimination, harassment and inequality effectively.

RELATED AND SOURCE DOCUMENTS

1. Enrolment Policy
2. Child Health Policy
3. Child Protection Policy
4. Complaints & Grievance Policy
5. Occupational Health and Safety Policy
6. Duty of Care Statement of Intent
7. Human Rights and Equal opportunity Commission Act 1986
8. Disability Discrimination Act 1992
9. Workplace Relations Act 1996
10. Equal Opportunity Act WA 1984
11. Occupational Safety and Health Act 1997
12. School Education Act 1999