

 <p>Belmont High School 'Strive for the Highest' www.bhs.vic.edu.au</p>	<h2 style="margin: 0;">Inclusion & Diversity</h2> <h3 style="margin: 0;">(includes discrimination & sexual harassment - students)</h3>	
<p>Policy Status: Draft</p>	<p>Document Owner: Principal</p>	<p>Authorised by: Principal and Leadership Team</p>
<p>Date of issue: 07/12/2021</p>	<p>Review Date: December 2025</p>	<p>Version 1</p>

POLICY PURPOSE OR RATIONAL

The purpose of this policy is to explain Belmont High 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 and Training 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 Belmont High 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

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

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School profile

Belmont High School is a large secondary school in the City of Greater Geelong, Victoria. Established in 1955, the majority of the student enrolment is drawn from the Belmont/Highton area. Belmont High School is one of two state secondary education providers south of the Barwon River.

Student Learning is our core purpose with our motto “Strive for the Highest” underpinning our work to achieve this.

The overall socio-economic profile registered “Mid to Low” on a 5-section scale. There are a number of students with Aboriginal or Torres Strait Islander and EAL background.

Enrolments continued to be very strong and were at capacity in most year levels. The school’s Year 7 & 8 Middle Years structure provides an innovative program, and the school has a Year 9 “Strive” program, which focuses on community links. The school’s onsite English Language Centre and its Accredited International Student Program attracts overseas students. We cater well for students of all abilities with our school’s acceleration and enrichment programs providing a wide range of opportunities for students. These include our Select Entry Accelerated Learning Program (SEALP), which continues to grow, as well as a strong program of support for students that require reasonable adjustments for their learning and wellbeing.

The school’s highly successful vertical House System provides strong support to students together with the wellbeing team made up of a Mental Health Practitioner and several qualified staff, the school-based Network Psychologist and the Health Centre School Nurse that all contribute to providing outstanding services and support to our students. Students have an extensive co-curricular program to engage them and build their interpersonal and leadership skills, including a highly acclaimed Music program, together with sporting, camping, debating, performance, and leadership opportunities. There are strong enrolments in VET and VCAL. The school is a Registered Training Organisation (RTO) for the delivery of a variety of VET courses. The school has an extensive overseas travel program, which gives students the opportunity to be immersed in another culture to help build global citizens and support their language skills. The Victorian Bio-science Education Centre (BioLAB) is located on site as a Statewide resource and delivers specialist bio-science, health and sports science programs.

Belmont High 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.

Belmont High School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Belmont High 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.

Belmont High School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, excursions, camps and graduations) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students

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- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students
- respond to complaints and allegations appropriately and ensure that students are not victimised.
- be a lead school in the Respectful Relationships initiative. This project ensures we are educating staff and students and developing a culture that supports the protection of our whole community.
- foster a House System that supports our students to feel included.
- provide Cultural Understanding and Safety Training (CUST) to staff and promote our Indigenous Action Team to continue with education and promotion of Indigenous awareness.
- offer a 'Stand Out Group' to support and engage young LGBTQI+ students and allies.
- offer an onsite English Language Centre with an accredited International Student Program.
- support an indigenous student program

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Belmont High School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying Prevention* 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.

Reasonable adjustments for students with disabilities

Belmont High 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. Reasonable adjustments will be 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

RELATED DOCUMENTS OR IMPLEMENTATION

This policy should be read in conjunction with the following Department policies and guidelines:

[Student Wellbeing and Engagement Policy](#)

[Statement of Values](#)

[Bullying Prevention 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.

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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](#)

REVIEW CYCLE AND AUTHORISATION

This policy was ratified by the Principal and Leadership Team and was last updated on 07/12/2021 and is scheduled for review in December 2025.

Signed: _____  _____ (Principal)