



INCLUSION & DIVERSITY POLICY			
Policy No: ES7		Version No: 1.2	
Ratified: June 2025	Review Cycle: 4 year		Next Review: June 2029
Policy Owner: Assistant Principal - Wellbeing		Approver: Principal	

PURPOSE

The purpose of this policy is to explain Fairhills 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 Fairhills High School.

POLICY

Fairhills 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. Fairhills High School is committed to creating a positive school environment where all members are treated equally and fairly.

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: humiliating comments or actions about a person's disability.

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

Fairhills High School is a single-campus, co-educational school catering to students from Year 7 to Year 12. Located in the outer eastern suburbs of Melbourne, the school serves a vibrant and diverse residential community.

At the heart of Fairhills High School is a strong culture grounded in our three core values: Act Responsibly, Build Relationships and Show Respect. These values guide all aspects of school life, shaping how we learn, work, and interact with one another. They underpin our commitment to creating a safe, inclusive, and supportive learning environment where every student can thrive.

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Fairhills 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 Fairhills 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.

Fairhills 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, [formals, you can add other examples appropriate to your school]) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students
- 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.

At Fairhills High School, we are proud of our inclusive and diverse school community. We actively celebrate and embrace the individuality of every student and staff member. Our school runs a dedicated Diversity Week each year, offering a range of activities,

workshops, and guest speakers that promote understanding and respect for all backgrounds and identities. We celebrate IDAHOBIT (International Day Against Homophobia, Biphobia, Interphobia and Transphobia), and we honour and acknowledge the cultures and histories of Aboriginal and Torres Strait Islander peoples through our annual NAIDOC Week celebrations and events. These initiatives reflect our strong commitment to equity, cultural awareness, and ensuring a safe, respectful environment for all members of our school community.

Behaviours including, 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 Fairhills 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 a staff member, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Students who engage in bullying or harassment based on personal attributes will be supported through appropriate educational interventions to understand the impact of their behaviour, develop empathy, and take responsibility for their actions. At the same time, students who are victims of such behaviour will be provided with support, reassurance, and strategies to rebuild their sense of safety and wellbeing. Our approach prioritises restorative practices and education to foster a respectful and inclusive school environment for all.

REASONABLE ADJUSTMENTS FOR STUDENTS WITH DISABILITIES

Fairhills 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.

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 the school's Learning Inclusion Leader for further information.

This policy and its essence will be communicated to our school community in the following ways:

- Policy available on our school's website
- Staff handbook
- Staff induction processes and staff training
- Discussed at annual staff briefings/meetings
- Discussed at student forums
- Discussed in transition and enrolment packs
- Discussed at parent information nights/sessions
- Reminders in our school newsletter
- Hard copies are available from school administration upon request

RELATED POLICIES AND RESOURCES

- [Bullying Prevention Policy](#)
- [Child Safety Policy](#)
- [Child Safety Code of Conduct](#)
- [Student Wellbeing and Engagement Policy](#)
- [Statement of Values and School Philosophy](#)
- [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 PERIOD

This policy was last updated on 13/06/2025 and is scheduled for review in June 2029.

VERSION CONTROL TABLE

Version	Author	Date	Change Made
1.1	Toni Kirk	18 April 2023	updated title panel, added version and date to footer and added version control table
1.2	Silvana La Leggias	13 June 2025	Reviewed and updated by Senior Leadership Team and Learning Inclusion Leader, restructured document and checked DE guidelines