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0.0 EXPLANATION

The information that follows relates to the:

- *Commonwealth Human Rights and Equal Opportunity Act (1986)*
- *Victorian Equal Opportunity Act (2010)*

Equal opportunity promotes recognition and acceptance of everyone's rights to equality of opportunity.

There are two types of discrimination:

1. **Direct discrimination** occurs if a person treats, or proposes to treat, a person with an attribute unfavourably because of that attribute.
2. **Indirect discrimination** occurs if a person imposes, or proposes to impose, a requirement, condition or practice:
 - (a) that has, or is likely to have, the effect of disadvantaging persons with an attribute; and
 - (b) that is not reasonable.

Victorian Equal Opportunity Act (2010)

1.0 VISION

Bundoora Primary School will meet its legal, ethical and moral responsibilities, in regard to Equal Opportunity, by providing:

- 1.1 An educational service that does not discriminate, directly or indirectly, against any person with respect to:
 - age
 - breastfeeding
 - employment activity
 - gender identity
 - impairment
 - industrial activity
 - lawful sexual activity;
 - marital status - parental status or status as a carer
 - physical features
 - political belief or activity
 - pregnancy
 - race
 - religious belief or activity
 - sex
 - sexual orientation
 - personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes
- 1.2 Optimum educational opportunities for all members of the school community.
- 1.3 An environment where all staff and pupils are able to achieve to the best of their abilities.
- 1.4 Equal opportunity guidelines influencing all school policies and programs.

2.0 ACTION

- 2.1 To maintain awareness of the educational needs of every student.
- 2.2 To ensure that curriculum content, language, teaching methods and resources are gender inclusive, giving equal recognition to the knowledge and experience of both girls and boys.
- 2.3 To provide positive experiences, with the inclusion of a variety of role models: both male and female where possible
- 2.4 To promote the acceptance of diversity, as stated in 1.1.
- 2.5 To encourage a safe and supportive environment for students and teachers.

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- 2.6** To ensure, in its public communications, that the written and verbal language used at Bundoora Primary School is non-discriminatory and gender inclusive.

3.0 REVIEW

Any feedback received from the school community re this policy at Bundoora Primary School will be discussed at School Council.

This policy will be reviewed as part of the school's policy review process.