



EQUAL OPPORTUNITY Policy

RATIONALE:

Epping Views Primary School is committed to the principle and practice of Equal Opportunity (EO) and seeks to avoid discrimination, either direct or indirect for both students and staff. The school will promote recognition and acceptance of everyone's right to equality of opportunity. We shall endeavour to ensure that all school community members comply with anti-discriminatory procedures outlined under Victoria's 1995 Equal Opportunity Act. We believe that we should value all individuals, regardless of; - gender, age, race, religion, disability, pregnancy, physical features, marital / parental / carer status, lawful sexual activity / orientation, personal association, political beliefs or industrial activity.

GUIDELINES:

1. The school recognises the principles of disadvantaged groups such as:
 - people from language backgrounds other than English.
 - people with emotional, physical and/or social disabilities.
 - people of varying religions.
 - people of various ethnic backgrounds.

* The needs of these disadvantaged groups should be taken into consideration when developing programs.
2. All resources and materials purchased by the school should reflect EO principles.
3. School Council should ensure that the school community is aware of the equal opportunity principles practised at the school and of the rationale for the adoption of these practices.
4. The Principal will be responsible for ensuring that Merit & Equity based practices are strictly adhered to in matters relating to staff selection, and also to allocation of special payments and higher duties.
5. Staff will consider EO guidelines when planning and implementing units of work in their daily classroom practices.
6. Students will develop an awareness of Equal Opportunity principles through participation in school activities.
7. Parents can be made aware of Equal Opportunity practices through various school communications.
8. All school community members will be made aware that under the 1995 Equal Opportunity Act it is against the law to sexually harass another person. NB. A person sexually harasses another person if he or she makes an unwelcome physical, verbal or written sexual advance, request for sexual favours, or engages in any other unwelcome conduct of a sexual nature.
9. The Principal and / or designated Equal Opportunity Officer should be informed of any behaviour / practice which is believed to have contravened Equal Opportunity principles.
10. For further information relating to EO practices and principles refer to Section 6.5 of the 'Schools of the Future Reference Guide,' found on 'Sofweb' or refer to - www.eduweb.vic.gov.au/hrweb/divequity/eo

This policy was last ratified by School Council in....

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