



# Equal Opportunity Policy

## **Rationale:**

Equal opportunity is a requirement under both Commonwealth and Victorian Legislation. Related laws are the *Charter of Human Rights and Responsibilities* and the *Racial and Religious Tolerance Act 2001*. Equal opportunity means that every person can participate freely and equally at Winchelsea Primary School. Equal Opportunity law aims to promote everyone's right to equal opportunities; eliminate, as far as possible, discrimination and sexual harassment; and provide redress for people whose rights have been breached.

## **Aims:**

- To develop self-confidence, optimism and high self-esteem in all students.
- To ensure all employees, students, parents, school council members, contractors and volunteers act in accordance with Equal Opportunity, anti-discrimination, harassment and vilification legislation.
- To ensure Winchelsea Primary School is respectful, safe and inclusive and free of discrimination, harassment, vilification and otherwise unlawful and unacceptable behaviours.
- To promote and use teaching methods which are non-discriminate for girls and boys.
- To provide educational opportunities for girls and boys in a non-threatening environment
- To ensure what is being taught and learned is equally valuable for girls and boys.
- To value, praise and acknowledge the contribution of all students in all areas.

## **Implementation:**

- Ensure all staff are aware of relevant legislation and DET policy documents as set out in the Student Engagement Policy under '*Reciprocal Rights and Responsibilities*'
- Encourage and ensure equitable access to the use of all materials, equipment and resources.
- Assess existing materials and acquire only those new resources which reflect the principles in this policy in content, language and methodology.
- Retain and adopt teaching methods which value equally the participation and contributions of all children in all facets of the curriculum.
- Encourage all children to continue active participation in sport and physical activity, including positive steps to promote all sports as being gender-equal.
- Implement the actions as outlined in the Student Engagement Policy to counter and eliminate harassment among children.
- To establish modes of communication for all children to express concerns over inequitable treatment.
- Refer to the School's Student Engagement Policy for guidelines
- Refer to the positives behaviours of our Whole School Positive Behaviour Matrix to promote 'Be Kind, Learn Well and Be Safe'
- Appropriate gender-based and equity professional development will be provided for all staff.
- Our curriculum and delivery will do justice to girls and boys and women and men and lead to equitable outcomes by enhancing their capacity to participate in all aspects of schooling.
- We will accommodate a diverse range of learning styles that complement the multiple intelligences of all students and promote cooperative strategies.
- The curriculum will place an emphasis upon the development of personal and social skills, as opposed to purely academic or sporting achievement.
- Non-sexist language will be used within the school.
- Both males and females will be invited to be active contributors to schooling.
- The student dress code will provide all students with safe and comfortable uniform options.
- Subject and careers choices will be based on capabilities, competencies and interests irrespective of gender.

## **Evaluation:**

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