

Student Diversity and Inclusivity Policy

1. Statement/purpose

The Presbyterian & Methodist Schools Association ('PMSA') values diversity and inclusion and is committed to creating an inclusive system at a policy level and as a part of everyday practice within its school communities. The purpose of this policy is to foster a culture that celebrates diversity and inclusion, as well as a strong sense of physical, social and emotional wellbeing, amongst students. Through this approach we are better able to recognise the benefits and value difference creates in our school community.

2. Scope

This policy applies to all employees, students, contractors, volunteers and visitors across all PMSA Schools and Group Office. Each School will have their own policy and process relating to how inclusive practices are integrated in their operations, processes and conduct.

3. Principles

The PMSA upholds a commitment to genuine inclusive and collaborative practices that celebrate and honour the individuals of our community. Accordingly, the PMSA will ensure, so far as is reasonably practicable that:

- 3.1 Students of all social, cultural, community and family backgrounds, and of all identifies and all abilities, be able to attend our schools, be accepted in their school community and never feel shamed or judged.
- 3.2 We support and ensure an inclusive environment in which everyone is treated fairly, and with respect and dignity irrelevant of similarities or differences extending to include gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socioeconomic backgrounds, perspectives and experiences.
- 3.3 Our commitment to eliminating unlawful discrimination, workplace bullying, sexual harassment and victimisation is underpinned through modelling inclusive leadership, and promoting an inclusive and respectful workplace culture.
- 3.4 We foster inclusive environments that promote wellbeing, where people feel safe and confident to contribute their ideas and perspectives, facilitating more creative, innovative and effective solutions for achieving our objectives. PMSA's dynamic environment will achieve higher performance and greater staff engagement.
- 3.5 We seek to actively leverage the diversity of our workforce and students to anticipate the needs of our current and future alumni, employees and volunteers, stakeholders and the community.
- 3.6 Awareness of our responsibilities under this and other related policies is promoted including the role of every person to speak up and take appropriate action upon witnessing any bullying or discriminatory behaviour towards other students or staff members, at the earliest opportunity.
- 3.7 Application of our Christian values is evidenced by our conduct in honouring the views and contributions of people with diverse backgrounds, experiences and perspectives and our curriculum facilitates relationships based on respect in environments free from harm.
- 3.8 Inclusive school environments will be embedded through positive inclusive behaviours, including consulting and adopting contemporary approaches to inclusion and diversity issues in policies, practices and systems.
- 3.9 Any reports of bullying or discrimination will be acted upon and investigated appropriately and in accordance with compliance requirements.

4. Roles and responsibilities

- 4.1. The Board is accountable for ensuring a safe workplace and effective systems to manage diverse and inclusive practices are effectively resourced and implemented.
- 4.2. Each Principal will implement this policy and supporting school policies and procedures. Commitment to training and education will continue the development of a culturally capable workforce and student alumni.
- 4.3. Managers and leaders will demonstrate commitment to achieving outcomes through promoting and reinforcing positive inclusive behaviours and appropriate workplace diversity inclusion reporting.
- 4.4. Workers (staff, volunteers, contractors etc), students and stakeholders are to remain aware of their responsibilities under PMSA and schools' relevant policies and to speak up and take appropriate action upon witnessing any bullying or discriminatory behaviour towards other students or staff members. Such action should be taken at the earliest opportunity and in good faith.

5. Referenced documents

- 5.1. School Diversity and Inclusion Policies
- 5.2. Bullying, Harassment and Discrimination Policy

6. Compliance

- 6.1. *Sex Discrimination Act 1984* (Cth)
- 6.2. *Age Discrimination Act 2004* (Cth)
- 6.3. *Disability Discrimination Act 1992* (Cth)
- 6.4. *Privacy Act 1988* (Cth)
- 6.5. *Racial Discrimination Act 1975* (Cth)
- 6.6. *Australian Human Rights Commission Act 1986* (Cth)
- 6.7. *Anti-Discrimination Act 1991* (Qld)
- 6.8. *Education (General Provisions) Act 2006* (Qld)

7. Review and version control register

Version	Authorising officer	Approval date	Effective date	Change history / superseded documents	Next review date
1.0	CEO	10/11/2020	11/02/2021	New PMSA Wide Policy and Standard developed superseding Transgender Guidelines	11/02/2022

Contact officer

Group Executive – Human Resources