



Mawarra Independent School

Anti-Discrimination Policy

Purpose:	Mawarra Independent School is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur.	
Scope:	Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements	
Status:	Draft	Supersedes:
Authorised by:	Principal	Date of Authorisation February 2022
References:	<ul style="list-style-type: none"> • Anti-Discrimination Act 1991 (Qld) • Australian Human Rights Commission Act 1986 (Cth) • Age Discrimination Act 2004 (Cth) • Disability Discrimination Act 1992 (Cth) • Racial Discrimination Act 1975 (Cth) • Sex Discrimination Act 1984 (Cth) • Mawarra Independent School Workplace Bullying Policy • Mawarra Independent School Disability Discrimination Policy • Mawarra Independent School Student Code of Conduct • Mawarra Independent School Employee Code of Conduct • Mawarra Independent School Complaints Handling Policy • 	
Review Date:	Every 2 years	Next Review Date: February 2024
Policy Owner:	School Management Committee	



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Policy Statement

All students and employees at Mawarra Independent School have the right to learn and work in an environment free from unlawful discrimination. Mawarra Independent School will provide a fair and safe learning and teaching environment where all students and employees have equal opportunities.

Mawarra Independent School is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the Mawarra Independent School's *Complaints Handling Policy*.

In accordance with relevant law, Mawarra Independent School will act to prohibit unlawful discrimination towards its students and employees, on the basis of "protected attributes" relevant to the school, whilst students and employees are engaging in their education and work at Mawarra Independent School Both direct and indirect unlawful discrimination are prohibited.

In accordance with the relevant law, Mawarra Independent School prohibits unlawful discrimination against students in all facets of education at Mawarra Independent School including:

- admission and enrolment applications
- terms of admission and enrolment
- variation of the terms of a student's enrolment
- denial or limitation of benefits normally resulting from enrolment
- exclusion or suspension of students
- assessment and examination
- access to resources and facilities
- treatment of a student in regard to training or instruction

In accordance with the relevant law, Mawarra Independent School prohibits unlawful discrimination against employees undertaking all categories of work, whether it be full-time, part-time, permanent, fixed-term, casual, work experience, vocational placement or voluntary, and in every aspect of work, including:

- recruitment
- terms and conditions
- training
- promotion
- termination of employment



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Definitions

- **Direct discrimination:** Direct discrimination on the basis of an attribute happens if a person treats, or proposes to treat, a person with an attribute less favourably than another person without the attribute is or would be treated in circumstances that are the same or not materially different.
- **Indirect discrimination:** Indirect discrimination on the basis of an attribute happens if a person imposes, or proposes to impose, a term –
 - a) with which a person with an attribute does not or is not able to comply
 - b) with which a higher proportion of people without the attribute comply or are able to comply
 - c) that is not reasonable.

Responsibilities

School Responsibilities

The legislation establishes a legal responsibility on employers to provide workplaces free from discrimination.

Mawarra Independent School takes reasonable steps to prevent unlawful discrimination in the school, as follows:

- Develop and implement an anti-discrimination policy to assist in preventing any instances of discrimination.
- Educate and train relevant employees to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination.
- Establish appropriate grievance and complaints procedures via its Mawarra Independent School's *Complaints Handling Policy* to appropriately respond to any instances of discrimination.
- Remove any discriminatory or offensive materials, rules and practices to assist in preventing any instances of discrimination.

Encourage employees and students to contribute to a healthy workplace culture to assist in preventing any instances of discrimination.

Student and Employee Responsibilities

All students and employees at Mawarra Independent School have a responsibility not to engage in discriminatory conduct and to uphold the school's policy.

If students or employees believe that this type of behaviour is occurring in the school, they should make a complaint under the school's *Complaints Handling Policy*.



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Implementation

Mawarra Independent School is committed to providing a workplace free from discrimination, taking reasonable steps to prevent unlawful discrimination in the school.

Mawarra Independent School is also committed to appropriately training all employees to assist in preventing any instances of discrimination and to appropriately responding to any instances of discrimination, in line with the school's *Anti-Discrimination Policy* and associated procedures.

Employees will:

- maintain confidentiality
- keep appropriate records
- forward matters reported to them relating to discrimination to more senior employees, including the Principal - as appropriate

Mawarra Independent School will act to encourage students, families and employees to contribute to a healthy workplace culture to assist in preventing any instances of discrimination.

Compliance and Monitoring

Mawarra Independent School's *Anti-Discrimination Policy* and associated procedures outline expectations for employees, students and families.

Employees will report all cases of discrimination to a Senior staff member, or Principal, for follow-up and monitoring as per the School's *Anti-Discrimination* and *Complaints Handling Policies* and associated procedures.

Principal will refer matters to the School Management Committee, as necessary, as part of the required reporting process.