

Muhammadiyah Australia College

CHILD SAFETY INCLUSION AND DIVERSITY POLICY



Endorsed on:	April 2026
Endorsed by:	Board of Directors
Next Review:	April 2028

Purpose

The purpose of this policy is to explain Muhammadiyah Australia College's commitment to making all members of our school community, regardless of their background or personal attributes, is treated with respect and dignity.

Under Ministerial Order 1359 Implementing the Child Safe Standards (Standard 5) schools are required to ensure that equity is upheld, and that diverse needs are respected in policy and practice.

The College is committed to ensuring all staff, volunteers and College Board members understand the diverse circumstances of our students and their families and that we provide appropriate support and respond to the needs of vulnerable students. We pay particular attention to the needs of students with disability, students with specific learning needs, students from culturally and linguistically diverse backgrounds, students who identify as Aboriginal or Torres Strait Islander or students who identify as gender diverse.

This policy should be read alongside our Child Safety Policy, Child Safe Code of Conduct, Bullying and Harassment Policy and Student Behaviour Policy.

Definitions

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include, but are not limited to race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, physical features, carer and parental status, marital or relationship status, or employment activity.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Disability harassment: an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

Vilification: conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

Our approach to inclusion and diversity

Muhammadiyah Australia College's strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

We are committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

We acknowledge and celebrate the diversity of backgrounds and experiences in our school community, and we will not tolerate behaviours, language or practices that label, stereotype or demean others. We value the human rights of every student, and we take our obligations under anti discrimination laws seriously.

At our College we

- nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students
- respond to complaints and allegations appropriately and ensure that students are not victimised
- respond to behaviour that constitutes any form of discrimination, harassment or vilification
- promote the cultural safety of children from culturally and/or linguistically diverse backgrounds
- promote the safety of children with a disability
- support children dealing with gender identity or sexual orientation issues.
- promote the cultural safety of Aboriginal and Torres Strait Islander children, where applicable.

Bullying, harassment and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes are not tolerated. We will take appropriate measures, consistent with our child safety, student behaviour and anti-bullying policies and procedures to respond to students who demonstrate these behaviours at our school.

We encourage students who may have experienced or witnessed this type of behaviour to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Reasonable adjustments for students with disabilities

A reasonable adjustment is a measure or action taken to assist all students to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners.

Parents who need more information about support available for students with disabilities or specific learning needs should contact the Principal or the Administration Office.

COMMUNICATION

This policy will be communicated to our school community in any of the following ways:

- Provided to staff at induction and staff training
- Discussed at staff meetings/briefings as required
- Made available publicly on our College website
- Made available in hard copy from College administration upon request

RELATED POLICIES

- Bullying and Harassment Policy
- Child Safety Policy
- Child Safety Code of Conduct
- Duty of Care Policy
- Student Behaviour Management Policy