POLICIES AND PROCEDURES

Policy Name	Diversity and Inclusion Policy

	: 2021 Last Review: August 2022; May 2023 Next Review: 2025

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Inappropriate Behaviour– making a complaint

Any allegations of

a. total or partial loss of a bodily function; or

b. the presence in the body of organisms that may cause disease; or

c. total or partial loss of a part of the body; or

d. malfunction of a part of the body, including

    i. a mental or psychological disease or disorder;

    ii. a condition or disorder that re

disability, sex, sexual orientation (practices and preferences), pregnancy, gender identity, religious belief or activity etc.

Reasonable Adjustments are changes which allow a student with a disability to participate in education on the same basis as other students. Not all adjustments needed or requested will be 'Reasonable Adjustments'. In determining whether an adjustment is a Reasonable Adjustment, all facts and circumstances must be considered. A Reasonable Adjustment may include the provision of a teacher's aide, provision of particular software packages for computers, or moving a particular course or event from an inaccessible venue to an accessible one.

School means Yarra Valley Grammar.

Staff includes employees, contractors and any other person considered to be Staff by Ministerial Order 1359.

Student means the child named in the application for enrolment.

Unjustifiable hardship means a hardship to the School that is unjustifiable when all relevant circumstances are considered, including:

a. the nature of the benefit or detriment likely to accrue to, or to be suffered by, any person concerned;

b. the effect of the disability on the student;

c. the financial circumstances, and the estimated amount of expenditure required to be made, by the School;

d. the availability of financial and other assistance to the School; and

e. any relevant action plans given to the Australian Human Rights Commission under the Disability Discrimination Act 1992 (Cth).

Related policies and relevant laws

YVG Behaviour Management Policy

YVG Bullying, Violence, Harassment and Discrimination Policy

YVG Child Protection Policy

YVG Complaints and Grievances Policy - students

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YVG Complaints and Grievances Policy, Parents and Community

YVG Information Privacy Policy

Age Discrimination Act 2004 (Cth)

Change or Suppression (Conversion) Practices Prohibition Act 2021 (Vic)

Charter of Human Rights and Responsibilities Act 2006 (Vic)

Disability Discrimination Act 1992 (Cth)

Equal Opportunity Act 2010 (Vic)

Racial Discrimination Act 1975 (Cth)

Racial and Religious Tolerance Act 2001 (Vic)

Sex Discrimination Act 1984 (Cth)

Ministerial Order 1359 – Implementing the Child Safe Standards

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Procedure for Reasonable Adjustments for students with Disabilities

The School is responsible for taking reasonable steps to ensure students with Disabilities are provided with opportunities to participate in education and training on the same basis as students without Disabilities, and that they are not subject to Discrimination.

As part of meeting this obligation, the School

  a. consults with students with Disabilities and their families (as appropriate);

  b. considers adjustments that have been requested or may be required; and

  c. implements any Reasonable Adjustments.

The School is required to make Reasonable Adjustments unless the adjustment is not reasonable, or the adjustment would cause Unjustifiable Hardship. An adjustment is not reasonable when an adjustment would be ineffective because the student could not participate in, or continue to participate in, or derive or continue to derive any substantial benefit from the relevant educational program even after the adjustments are made

When are adjustments required?

In determining whether an adjustment is a Reasonable Adjustment, the School will consider all relevant facts and circumstances, which may include the following:

  a. the student's circumstances, including the nature of their disability;

  b. the type of adjustment needed to accommodate the disability;

  c. the School's circumstances, including its financial circumstances;

  d. the effect on the School of making the adjustment (including the number of other people who would be benefited or disadvantaged by the adjustment and the financial impacts);

  e. the consequences for the School if adjustments are made;

  f. the consequences for the student if the adjustment is not made;

  g. the effect on the student's achievement, participation and independence if the adjustment is made; and

h. any relevant disability action plan made under the Disability Discrimination 1992 (Cth) or the Disability Act 2006 (Vic).

The School is not legally required to implement an adjustment if it is not reasonable on the basis it would create an Unjustifiable Hardship.

Program Support Group

Where appropriate, the School will establish and maintain a Program Support Group (PSG) for a student with disabilities. The PSG will generally consist of:

a. the Principal or their delegate;

b. relevant family members;

c. family/parent advocate (if requested by the family/parent);

d. class teacher (primary) or teacher(s) nominated as having responsibility for the student (secondary);

e. student (if appropriate); and

f. others co-opted as needed.

The PSG should adopt the following procedures:

a. regular meetings (generally once per term);

b. maintenance of confidentiality (Family consent should be received before information is shared); and

c. maintenance of accurate records, with distribution to all members of the PSG.

Consultation with the student and Family

The School will consult with the student and their Family:

a. when a student applies to be enrolled at the School; and

b. following the identification of and request for an adjustment by the student and/or their family.