Equity Policy (Eliminating Prejudice and Bias)

Policy No:	3.4	Version: 2	August 2024
Responsibility:	School Chair	Scheduled Review Date:	August 2028/31

1.0 Purpose

The policy aims to ensure that all at Tarremah Steiner School are treated equitably and valued as individuals. The School endeavours to create an equitable environment for children, their families and staff through the minimisation of bias, prejudice and discrimination.

2.0 Policy Statement

All students and staff have the right to be treated equally in our society and be in an environment where there is acceptance and respect for similarities and differences in the age, race, culture, gender identity, sexuality, religious beliefs, disability and beliefs of others.

3.0 Policy Elements/Definitions

Equity – Recognises that each individual has different circumstances. Resources and opportunities are allocated to reach an equal outcome.

Equality – Each individual or group of people is given the same resources and opportunities.

All members of the Tarremah community have the right to be treated equitably and the responsibility to treat others equitably.

Prejudice, unlawful discrimination or bias in any form is unacceptable at Tarremah and contrary to the spirit and intent of this policy.

4.0 Procedure

At Tarremah, we endeavour to create an environment of equity by:

- Encouraging the reflective practice of staff on their attitudes and interactions with students and their families.
- Providing parents with information on the School's philosophy and program.
- Being open to suggestions and input from parents/students on activities and experiences.

- Including cultural diversity in the program through planned activities, visitors and experiences, enabling children to experience and value diversity of culture, gender roles and/or ability/disability.
- Staff modelling respectful behaviour and acceptance of difference through their interactions with others and choice of language.
- Staff communicating respectfully and sensitively with other staff, families and students concerning their attitudes, beliefs, abilities and cultural background.
- Staff encouraging and guiding student's play, interactions and activities that develop and support acceptance and tolerance of others.
- Staff being familiar with and supportive of the additional needs of students attending the school.
- The planning and delivery of the curriculum to reflect the cultural and linguistic diversity of the local and wider community.
- Ensuring that there is no unlawful discrimination in the enrolment process
- All staff will be selected and employed according to the Equal Employment Opportunity Policy.
- Grievance procedures will be made available to staff.
- Grievance procedures will be made available to parents.

5.0 Responsibilities

- School Executive

6.0 Related Documents

- Grievance Policy
- Equal Employment Opportunity Policy
- Enrolment Policy

7.0 Reference/Legislation

- Age Discrimination Act 2004
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Tasmania Anti-Discrimination Act 1998 (TAS)
- Disability (Access to Premises – Buildings) Standards 2010
- Disability discrimination Act 1992
- Disability Standards for Education 2005

8.0 Contact Point

School Chair

8.0 Authorisation

Executive: Council:

Name:

Date: