



Policy Number	N/A
Implemented	2012
Evaluated	2018
Next Evaluation	2021
Evaluation Group	Leadership Team
Evaluation Frequency	3 years

EQUITY POLICY

1. RATIONALE

We believe that students grow best to understand and respect each other by learning and working together in a climate of equal opportunity. As a co-educational community, we believe in promoting the equal status of all individuals in our society and this belief should be reflected in all aspects of Gleeson College life. This policy is based on the principle that all students have a capacity to learn that should be fostered in an equal opportunity, non-discriminatory environment.

2. AIMS

- 2.1. To provide inclusive education in a manner which recognises the unique dignity and capacity of each person
- 2.2. To promote critical awareness of diversity and its implications for structure and practices at Gleeson College
- 2.3. To encourage an understanding of the diversity within race (including students from culturally and linguistically diverse backgrounds), disability, sexuality and religious beliefs
- 2.4. To encourage the implementation, review and sharing of effective inclusive practices among our staff
- 2.5. To ensure socially just educational outcomes for all students at Gleeson College
(*Gender Equity Policy 2012, SACCS*)
- 2.6 To discourage unwelcome behaviour, innuendo or victimisation towards any *student*
- 2.7 To integrate the beliefs and values of students from diverse backgrounds into those of Gleeson College in a manner that affirms their worth and protects their dignity.
- 2.8 To encourage harmless freedom of expression, self-determination and decision making.

3. BROAD POLICY

Gleeson College recognises the need for equity and accountability in our College community by:

- Promoting equality, which enables the growth of all individuals as persons, each with their own unique individuality and dignity

- Providing equal access to the widest educational opportunities for all individuals, which enable full and equal participation in all aspects of life
- Ensuring that all members of the Gleeson College community respect and support the rights of all individuals to participate fully in the teaching and learning processes without stereotyping or discrimination.

4. GUIDELINES

- 4.1 All students should be chosen equally for tasks regardless of their individual characteristics (other than capacity to safely complete the task)
- 4.2 Handouts, notices and literature prepared by Gleeson College should use inclusive language
- 4.3 In sport and physical education activities, all individuals should receive equal consideration when choosing teams, captains etc. or when deciding who should 'go first'. All students should be equally encouraged to be involved in all sport
- 4.4 Faculties should take great care in choosing text books which avoid stereotyping either in the written examples and exercises set or in the illustrations used
- 4.5 Behaviour management strategies and policies should deal equally with all students
- 4.6 Expectations in terms of classroom and yard behaviour should be the same for all students
- 4.7 Gleeson College committees (such as the Parents and Friends committee and the Gleeson College Board) should encourage the involvement of all parents/caregivers of students across the spectrum of diversity
- 4.8 All staff should model equity and contribute to a culture that is free of systemic, hidden or apparent bias
- 4.9 All staff will be provided with opportunities to apply for promotion and or leadership positions within Gleeson College
- 4.10 Staff recruitment should take into account the importance of the Gleeson College community in terms of role modelling for a diverse student body
- 4.11 The involvement of all students is encouraged in extra-curricular activities through programs which provide for a variety of interests
- 4.12 All students are to be equally challenged and supported academically with opportunities to receive awards for academic achievement and for excellent attitude and effort
- 4.13 All students should be equally represented in the Student Leadership Team.

5. BASIS OF DISCRETION

5.1 The policy may be modified under the professional direction of those who understand the needs of the student, meaning that a decision can be made to depart from these guidelines in response to particular extenuating circumstances.

6. EVALUATION

The Leadership Team is responsible for the evaluation of this policy which will take place every 3 years. The policy should be considered by members of the Leadership Team as the key team within the College for Planning, Policy and Review. They may wish to seek opinions from other staff, parents and students as to the effectiveness of the policy.

Signed  Principal or delegate

Signed  Chairperson of Board or delegate Dated: 30/5/2018

This Policy now replaces all previous versions and evaluations of this Policy (previously named the Gender Equity Policy) originally implemented in 2012 and subsequently updated in 2018.