

Blacktown Sinhala School Equal Opportunity Policy

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1 Philosophical Basis

We at Blacktown Sinhala School believe in equal opportunity for all members of the school community. All staff, students, parents and visitors to the school will be treated equally and without discrimination so that their physical, emotional and intellectual needs can be nurtured and developed.

At Blacktown Sinhala School, equal opportunity will be provided to all school community members without discrimination on the basis of gender, socio-economic circumstances, physical features, cultural background, marital, parental or carer status, physical, intellectual or medical disabilities or conditions. Discrimination, harassment, bullying, vilification, victimisation or other inappropriate behaviours will not be tolerated at our school under any circumstances.

2 Guidelines

1. Blacktown Sinhala School respects, promotes and follow equal opportunity guidelines laid down by the Australian government and the New South Wales Department of Education.
2. We at Blacktown Sinhala School encourage knowledge, appreciation and acceptance of the different backgrounds which make up the school and wider community.
3. We will identify areas of school life where discrimination and/or disadvantage may occur and properly address these issues.

4. All documentation developed at the school will reflect Equal Opportunity principles.
5. Curriculum content, organisation and implementation will address issues of gender and cultural inclusion by promoting inclusive learning strategies.
6. All students will have equal access to physical resources, teacher time and all areas of learning.
7. It is the responsibility of each staff member to alert the principle should he/she believe a breach of the guidelines is occurring.
8. No one who makes an Equal Opportunity complaint in good faith will be victimised or otherwise subject to any disadvantage or detriment because they made or might make such a complaint.
9. Organisational policies, curriculum policies and processes together with management plans will be reviewed regularly to ensure that they reflect the principles of equal opportunity.
10. This policy will be reviewed annually.
11. For any concerns please contact the principal using the ***Formal Complaint Form***. Only formally lodged complaints will be addressed. This will be a confidential process.