



# ANTI-DISCRIMINATION POLICY

(May 2018)

## 1. Purpose

The Glennie School is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur. Victimisation, vilification and disability harassment are also unlawful and will not be tolerated by the School. The purpose of this policy is to define discrimination in a range of contexts and outline the responsibilities of the School, employees and students to ensure that The Glennie School is a discrimination-free environment.

## 2. Legislation / Legal Framework

*Anti-Discrimination Act 1991 (Qld)*  
*Australian Human Rights Commission Act 1986 (Cth)*  
*Age Discrimination Act 2004 (Cth)*  
*Disability Discrimination Act 1992 (Cth)*  
*Racial Discrimination Act 1975 (Cth)*  
*Sex Discrimination Act 1984 (Cth)*

## 3. Scope

Students, their parents and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements. This policy applies to all students, parents and Staff while they are representing the School in all their interactions with each other and members of the community, while in the School or off-site.

## 4. Policy Statement

All students and employees at The Glennie School have the right to live, learn and work in an environment free from unlawful discrimination. Glennie will provide a fair and safe learning and teaching environment where all students and employees have equal opportunities.

The Glennie School is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the Complaints Management in Anglican Schools Policy and Procedures (Update pending as advised by Anglican Schools Commission).

In accordance with relevant law, The Glennie School will act to prohibit unlawful discrimination towards its students and employees, on the basis of "protected attributes" relevant to the School, whilst students and employees are engaging in their education and work at Glennie. Both direct and indirect unlawful discrimination are prohibited.

In accordance with the relevant law, The Glennie School prohibits unlawful discrimination against students in all facets of education at The Glennie School, including:

- admission and enrolment applications
- terms of admission and enrolment
- variation of the terms of a student's enrolment
- denial or limitation of benefits normally resulting from enrolment
- exclusion or suspension of students
- assessment and examination
- access to resources and facilities
- treatment of a student in regard to training or instruction
- while living in boarding

In accordance with the relevant law, Glennie prohibits unlawful discrimination against employees undertaking all categories of work, whether it be full-time, part-time, permanent, fixed-term, casual, work experience, vocational placement or voluntary, and in every aspect of work, including:

- recruitment
- terms and conditions
- training
- promotion
- termination of employment

## 5. Definition of Terms

### Direct discrimination

Direct discrimination on the basis of an attribute happens if a person treats, or proposes to treat, a person with an attribute less favourably than another person without the attribute in circumstances that are the same or not materially different.

### Indirect discrimination

Indirect discrimination on the basis of an attribute happens if a person imposes, or proposes to impose, a term –

- a) with which a person with an attribute does not or is not able to comply
- b) with which a higher proportion of people without the attribute comply or are able to comply
- c) that is not reasonable

Definitions of the key terms below can be accessed by clicking on the link.

[Sex discrimination](#)

[Age](#)

[Race](#)

[Impairment \(disability\)](#)

[Relationship status](#)

[Pregnancy](#)

[Parental status](#)

[Lawful sexual activity](#)

[Gender identity](#)

[Sexuality](#)

[Intersex status](#)

[Breastfeeding](#)

[Family responsibilities](#)

[Religious belief or religious activity](#)

[Political belief or activity](#)

[Trade union activity](#)

[Criminal record](#)

[Association with, or relation to, a person identified on the basis of a prohibited attribute](#)

## 6. Responsibilities

### School Responsibilities

The legislation establishes a legal responsibility on employers to provide workplaces free from discrimination.

The Glennie School takes reasonable steps to prevent unlawful discrimination in the School, as follows:

- Develop and implement an anti-discrimination policy to assist in preventing any instances of discrimination.
- Educate and train relevant employees to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination.
- Establish appropriate grievance and complaints procedures via its Complaints Management in Anglican Schools Policy and Procedures to appropriately respond to any instances of discrimination.
- Remove any discriminatory or offensive materials, rules and practices to assist in preventing any instances of discrimination.
- Encourage employees and students to contribute to a healthy workplace culture to assist in preventing any instances of discrimination.

### Student and Employee Responsibilities

All students and employees at The Glennie School have a responsibility not to engage in discriminatory conduct and to uphold the School's policy.

If students or employees believe that this type of behaviour is occurring in the school, they should make a complaint under the Complaints Management in Anglican Schools Policy and Procedures.

## 7. Implementation

Presentation of the Anti-discrimination Policy and training on recognising, preventing and managing discrimination will occur at staff meetings annually and be included in the new staff induction program. This policy will be presented in conjunction with the Prevention of Workplace Bullying and Harassment Policy, which outlines the Procedural Steps (Section 8) for making a complaint. This policy will also be available on the School's website.

This policy will be implemented in conjunction with the Student Anti-Bullying and Harassment Policy which outlines the Procedure Steps and the Community Code of Conduct.

## 8. Compliance and Monitoring

Compliance and monitoring actions are outlined in the Procedural Steps (Section 8) of the Prevention of Workplace Bullying and Harassment Policy and the Procedure Steps in the Student Anti-Bullying and Harassment Policy.

## 9. Review and Publication of the Policy

The Glennie School will review the content and use of these guidelines and associated policies and procedures at least once every three years.

The Principal will ensure that this policy is published:

- to staff members generally, at least once each year
- to each new staff member, on induction

The Principal will ensure that a copy of the policy is always available in the Staff Handbook, Student Handbook and on the School's website.

## **10. Acknowledgement of Understanding of the Anti-Discrimination Policy**

If you have any concerns or questions regarding this policy, please seek advice from the Principal or Deputy Principal. Once you have clarified these concerns or questions, please complete the form which can be found [here](#) to acknowledge that you have read and understood this policy.