

## MANAGEMENT

### MANAGING DIVERSE AND INCLUSIVE WORKPLACES

#### GENERAL STATEMENT

Diversity management in the DET also includes policy and initiatives in relation to gender equity, sexual diversity and flexible work for employee work & family life balance. Thomastown West Primary School has an obligation to ensure that our students receive the best possible educational opportunities and experiences.

#### RATIONALE

At Thomastown West Primary School, we acknowledge the benefits that are provided to our students by a varied and diverse workforce. We aim to develop and sustain a culture in which our policies, practices and services are adapted to the needs of a diverse and evolving community. We aim to create an environment in which everyone feels valued and accepted. All employees are expected to model inclusive behaviours in the workplace and in their service provision to students, parents and the community.

#### BROAD GUIDELINES

We value diversity and appreciate the differences within the school workforce. Dimensions of diversity include: gender, race, culture, age, family/carer status, religion, disability, individual skills, educational qualifications, work experience, language and other relevant attributes and experiences which differentiate individuals.

**Federal and State equal opportunity legislation** makes discrimination in workplaces unlawful, specifies rights and responsibilities and makes employers and individuals accountable for maintaining an inclusive workforce.

Working within legislative requirements, Thomastown West Primary School will endeavour to:

- maintain a highly skilled, motivated and energetic workforce who are able to meet the needs of a diverse school community.
- attract highly skilled staff, through effective people management practices, to make the school a preferred employer.
- increase the range of knowledge, skills and experiences available in the workforce.
- enhance the capacity for effective decision making through a diversity of perspectives.

#### IMPLEMENTATION

At Thomastown West Primary School we value and actively seek out diversity. The necessary staff will receive Merit and Equity training provided by the DET. The school will adhere to the following guidelines for managing diversity:

- the workplace will be free of discrimination and harassment recruitment and selection will be based on merit.
- the school workforce plan will enhance diversity and allow for flexible work arrangements.
- professional development plans will address the personal needs of staff.
- school teams will utilise and build upon diversity.
- a school culture will be created which values diversity and promotes diversity within the wider community. This will occur through professional development as necessary.

#### REFERENCES

DET School Policy and Advisory Guide.

<http://www.education.vic.gov.au/school/principals/spag/hr/pages/hr.aspx>

DET Human Resources Website

<http://www.education.vic.gov.au/hrweb/Pages/default.aspx>

#### EVALUATION

This policy will be reviewed as part of the Thomastown West Primary School policy review cycle.