



## Student Anti-Discrimination Policy

Purpose:	Brisbane Boys' College ('BBC') values diversity and inclusion. The purpose of this policy is to foster a culture that celebrates diversity and inclusion, as well as a strong sense of physical, social and emotional wellbeing, amongst students. Through this approach we are better able to recognise the benefits and value difference creates in our school community.
Scope:	<p>This policy applies to all students, staff, volunteers, contractors and members of the wider College community.</p> <p>Unlawful discrimination, harassment and/or victimisation on the basis of disability involving employees is addressed under the PMSA EEO, Anti-Discrimination, Sexual Harassment and Bullying Policy.</p>
References:	<ul style="list-style-type: none"> <li>• Sex Discrimination Act 1984 (Cth)</li> <li>• Anti-Discrimination Act 1991 (Qld)</li> <li>• Australian Human Rights Commission Act 1986 (Cth)</li> <li>• Education (General Provisions) Act 2006</li> <li>• Privacy Act 1988</li> <li>• Work Health and Safety Act 2011 (Qld)</li> <li>• Work Health and Safety Regulations 2011 (Qld)</li> <li>• BBC Anti-Bullying Policy</li> <li>• BBC Anti-Bullying Parent Protocols</li> <li>• BBC Anti-Bullying Student Protocols</li> <li>• BBC Anti-Bullying Staff Protocols</li> <li>• BBC Complaints Policy and Procedure</li> <li>• BBC Privacy Policy</li> <li>• BBC Student Behaviour Expectations Policy</li> <li>• BBC Student Disability Policy</li> <li>• BBC Work Health and Safety Policy</li> <li>• PMSA Diversity and Inclusivity Policy</li> <li>• PMSA Diversity and Inclusion Standard</li> <li>• PMSA Code of Conduct</li> <li>• PMSA EEO, Anti-Discrimination, Sexual Harassment &amp; Bullying Policy</li> </ul>
Brisbane Boys' College adopts a cyclic review process for policies and procedures taking into account new legislation, changes to the College's operations and practices and other relevant considerations.	
Policy Owner:	Deputy Headmaster – Head of Senior School and Student Wellbeing

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## 1.0 Policy Statement

Brisbane Boys' College believes in accepting the differences that exist among individuals, showing empathy and tolerance for those differences, and providing encouragement and support as well as opportunities for development and growth for all students. Every student is entitled to experience an inclusive education in which they can succeed at and engage with learning. BBC acknowledges that everyone plays a role in creating a culture of inclusion and that our students are at the forefront of this mission.

Brisbane Boys' College will take all reasonable steps to prevent and/or minimise any behaviour which may constitute discrimination towards its students on the basis of "protected attributes" relevant to the school, whilst students are engaging in all facets of their education at the College, 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

## 2.0 Principles

In line with the PMSA Diversity and Inclusivity Policy:

- BBC embraces the unique diversity, skills and qualities of all of its students in developing a safe, equitable, culturally appropriate and inclusive school environment. We strive for excellence, for an inclusive community and to be an education provider of choice.
- BBC applies our Christian values through our conduct in honouring the views and contributions of students with diverse backgrounds, experiences and perspectives.
- Our curriculum facilitates relationships based on respect in environments free from harm where our students feel safe and confident to contribute their ideas and perspectives, facilitating more creative, innovative and effective learning outcomes.
- Students are supported in an inclusive environment in which everyone is treated fairly, and with respect and dignity irrelevant of similarities or differences extending to include gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socioeconomic backgrounds, perspectives and experiences.
- Students needs should be reasonably tailored and adjusted to the student in order to ensure academic achievement, and a sense that they are valued for their own ways of being, knowing and doing.
- Everybody is responsible for ensuring diversity and inclusion for all students.
- Any reports of bullying or discrimination will be acted upon and investigated appropriately and in accordance with compliance requirements.
- Awareness of our responsibilities under this and other related policies is promoted including the role of every person to speak up and take appropriate action upon witnessing any bullying or discriminatory behaviour towards other students or staff members, at the earliest opportunity.

### 3.0 Lawful Discrimination

Brisbane Boys' College as a school of The Presbyterian and Methodist Schools' Association (PMSA), acknowledges that it is entitled to discriminate in the following situations:

1. It is not required to provide special services or facilities when that would impose unjustifiable hardship on the school;
2. Because it is a school which operates wholly or mainly for students of a particular sex or religion it may exclude applicants who are not of a particular sex or religion; and
3. It may offer age-based admission schemes to educational programmes.

## 4.0 Responsibilities

### 4.1 School Responsibilities

Brisbane Boys' College will investigate and act upon all reports of discriminatory behaviour and will lead and demonstrate commitment to achieving an inclusive school environment through:

- Reinforcing positive inclusive behaviours, including consulting and adopting contemporary approaches to inclusion and diversity issues in policies, practices and systems.
- Developing and implementing an anti-discrimination policy to assist in preventing any instances of discrimination
- Educating and training students and staff to assist in contributing to a healthy learning and working culture to assist in preventing any instances of discrimination.
- preventing any instances of discrimination and to appropriately respond to any instances of discrimination
- Establishing appropriate grievance and complaints procedures to appropriately respond to any instances of discrimination
- Treating all complaints of discrimination, vilification and / or victimisation seriously and investigate promptly, confidentiality and impartiality.
- Removing any discriminatory or offensive materials, rules and practices to assist in preventing any instances of discrimination

### 4.2 Student Responsibilities

All students have a responsibility not to engage in discriminatory conduct and to remain aware of their responsibilities under the relevant BBC policies and to speak up and take appropriate action upon witnessing any bullying or discriminatory behaviour towards other students or staff.

### 4.3 Employee Responsibilities

All BBC employees, volunteers and contractors (regardless of role or level of responsibility) also have a responsibility to:

- Model appropriate behaviour themselves, ensuring they do not engage in conduct in breach of this policy
- Monitor the College environment to ensure that acceptable standards of behaviour are observed at all times
- Ensure they take appropriate steps where they have observed any type of inappropriate behaviour in the workplace in breach of this policy, to ensure the behaviour stops and is appropriately dealt with

- Not victimise another person for making or being involved in a complaint of a type of inappropriate behaviour;
- Treat information in relation to allegations of discrimination, vilification and / or victimisation with appropriate confidentiality; and
- Cooperate during any investigation of a complaint.
- Participate in any awareness training provided by BBC and/or the PMSA to ensure understanding of and compliance with this policy.

If an employee is of the belief that this type of behaviour is occurring in the school, they should make a complaint under the BBC Complaints Policy and Procedure or, if the behaviour relates to another employee, the PMSA EEO, Anti-Discrimination, Sexual Harassment and Bullying Policy.

## 5.0 Implementation

In implementing the Student Anti-Discrimination Policy, BBC affirms its commitment to the prevention of such behaviour in the College and aims to:

- Promote appropriate standards of behaviour at all times;
- Implement training and awareness raising strategies to ensure that all BBC students, employees, volunteers and contractors know their rights and responsibilities with regards to discrimination, vilification and victimisation;
- Encourage the reporting of behaviour that breaches this policy;
- Protect individuals from any victimisation or reprisals for being involved in a complaint under this policy; and
- Provide an effective procedure for complaints based on the principles of natural justice

## 6.0 Compliance and Monitoring

Brisbane Boys' College will keep appropriate records, monitor and report on discrimination issues.

## 7.0 Breaches

Brisbane Boys' College is committed to protecting students from unlawful discrimination and to responding appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the BBC Complaints Policy and Procedures.

## 8.0 Definitions

### *Discrimination*

**Directly** – direct discrimination is treating another person less favourably on the basis of a protected personal attribute than someone without that attribute would be treated in the same or similar circumstances.

**Indirectly** – indirect discrimination is imposing, or proposing to impose, a requirement, condition or practice that has, or is likely to disadvantage people on the basis of a protected personal attribute, and which is not reasonable in the circumstances.

A protected personal attribute includes:

- age
- physical features

- industrial activity
- parental status
- political belief
- personal association
- race/ethnic background
- carer status
- relationship status
- gender
- gender identity
- sexual orientation
- lawful sexual activity
- impairment/disability
- unrelated criminal record
- religious belief / activity

### *Diversity*

**Diversity** – includes characteristics such as age, ethnicity, gender, intellectual and/or physical ability, cultural background, sexual orientation, gender identity, or intersex status. Diversity also refers to less visible aspects, such as education, socioeconomic background, faith, marital status, family responsibilities, thinking styles, experience and work styles.

### *Gender Identity*

*A person's sense of their own gender.*

**Gender identity** – can correlate with assigned sex or can differ from it. It is part of a person's personal and social identity. It refers to the way a person feels, presents and is recognised within the community. A person's gender may be reflected in outward social markers, including their name, outward appearance, mannerisms and dress.

### *Inclusion*

**Inclusion** – is when a person feels valued, included and able to participate fully in all activities, based on a school's culture, values, workplace and behaviours. An inclusive environment is one where all people are treated with respect and equality of opportunity, thereby ensuring that people are able to perform to their own strength, feel valued and valuable.

### *LGBTQI*

**LGBTQI** – the abbreviation means Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and Intersex. It is an umbrella term for use when labelling topics pertaining to sexuality and gender identity.

### *Sexual Orientation*

**Sexual orientation** – is the romantic, physical or emotional attraction (or a combination of these) to persons of the opposite sex or gender, the same sex or gender, or to both sexes or more than one gender.

### *Transitioning*

The process where a trans or gender diverse person affirms their gender.

**Transition** – may include some or all the following:

- cultural, legal or medical adjustments

- telling friends, family and/or colleagues
- changing one's name and/or sex on legal documents
- hormone therapy
- surgical intervention

For some trans and gender diverse people the social context of transition may be more important than the physical aspect of transitioning.

## 9.0 Review and version control register

Version	Authorising Officer	Approval Date	Effective Date	Change History/Superseded Documents	Next Review Date
1	BBC Executive	1 September 2016	1 July 2016	New Policy	1 July 2018
2	BBC Executive	1 January 2018	1 January 2018	Scheduled review – no changes	1 January 2021
3	BBC Executive	1 January 2021	3 February 2021	Scheduled review – no changes	1 January 2024
4	BBC Executive	2 February 2021	11 February 2021	Reviewed in line with PMSA Diversity and Inclusivity Policy	1 January 2024
5	BBC Executive	1 April 2021	1 April 2021	Reviewed for consistency with PMSA Diversity and Inclusion Standard	1 April 2024