# Anti- Discrimination Policy

## Scope

This policy applies to employees, volunteers, parents/carers/students, and people visiting the school site; and to: enrolment of all students; employment; and students with disabilities.

## Policy Statement

All students and staff at Faith Lutheran College Redlands have the right to learn and work in an environment free from unlawful discrimination. Faith Lutheran College Redlands will provide a fair and safe learning and teaching environment where all students and staff have equal opportunities.

Faith Lutheran College Redlands is committed to protecting students and staff from unlawful discrimination and to responding appropriately should such discrimination occur, including possible disciplinary action. Any instances of discrimination should be reported under the Faith Lutheran College Redlands Grievance Policy.

In accordance with relevant law, Faith Lutheran College Redlands will act to prohibit unlawful discrimination towards its students and staff, on the basis of "protected attributes" relevant to the school, whilst students and staff are engaging in their education and work at Faith Lutheran College Redlands. Both direct and indirect unlawful discrimination are prohibited.

In accordance with the relevant law, Faith Lutheran College Redlands prohibits unlawful discrimination against students in all facets of education at Faith Lutheran College Redlands, 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

In accordance with the relevant law, Faith Lutheran College Redlands prohibits unlawful discrimination against staff 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

# Responsibilities

## School Responsibilities

The legislation establishes a legal responsibility on Faith Lutheran College Redlands to provide a school and workplace free from discrimination.

Faith Lutheran College Redlands 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 staff to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination.
- Establish appropriate complaints procedures via its Faith Lutheran College Redlands Grievance Policy and Grievance 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 staff, students and parents to contribute to a healthy workplace culture to assist in preventing any instances of discrimination.

## Staff Responsibilities

All staff contribute to maintaining a discrimination free and inclusive workplace, and a healthy school and workplace culture.

All staff at Faith Lutheran College Redlands have a responsibility not to engage in discriminatory conduct and to uphold the school's policy.

Staff have an obligation to model appropriate behaviour; promote this policy; treat all complaints seriously and attend to them promptly under the school's Grievance Policy, monitor the school environment; and seek support for complex or serious matters.

If staff believe that discriminatory behaviour is occurring in the school, they should make a complaint under the school's Grievance Policy.

## Student and Parent Responsibilities

All students and parents contribute to maintaining a discrimination free and inclusive school, and a healthy school culture.

All students and parents at Faith Lutheran College Redlands have a responsibility not to engage in discriminatory conduct and to uphold the school's policy.

If students or parents believe that discriminatory behaviour is occurring in the school, they should make a complaint under the school's Grievance Policy

# Implementation

The school will ensure it is implementing processes relating to anti-discrimination by ensuring staff, students and parents are made aware of the policy and their anti-discrimination obligations. The school will educate and train relevant staff to assist in preventing any instances of discrimination and to appropriately respond to any instances of discrimination.

## Compliance and Monitoring

The school will monitor the Complaints Register and other related registers and data (for example student behaviour incidents) to identify any patterns in discriminatory behaviour and implement appropriate improvement measures.

Suggestions of non-compliance with this policy and any related processes may be submitted as complaints under Faith Lutheran College Redlands Grievance Policy.

### Definitions

| Key word / Abbreviation | Definition |
|---|---|
| **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 is or would be treated 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 –<br>(a) with which a person with an attribute does not or is not able to comply<br>(b) with which a higher proportion of people without the attribute comply or are able to comply<br>(c) that is not reasonable.[1] |
| **Protected attributes**: | The *Anti-Discrimination Act 1991* s7 (Qld) prohibits discrimination on the basis of the following attributes:<br>(a) sex<br>(b) relationship status<br>(c) pregnancy<br>(d) parental status<br>(e) breastfeeding<br>(f) age<br>(g) race<br>(h) impairment<br>(i) religious belief or religious activity<br>(j) political belief or activity<br>(k) trade union activity<br>(l) lawful sexual activity<br>(m) gender identity<br>(n) sexuality<br>(o) family responsibilities<br>(p) association with, or relation to, a person identified on the basis of any of the above attributes.<br><br>Federal anti-discrimination legislation prohibits discrimination on the basis of criminal record, medical record or social origin. |

[1] *Anti-Discrimination Act 1991 s11*

**Governance**

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| Supporting procedures or guidelines | Relational Development Procedures<br>Community Code of Conduct<br>Grievance Procedure<br>Inclusive Education Procedures and Policy |
| Associated policies | Safe Community Policy<br>Enrolment Policy<br>Workplace Health and Safety Policy<br>Sexual Harassment Policy<br>Grievance Handling Policy |
| Related legislation | Anti-Discrimination Act 1991 (Qld)<br>Australian Human Rights Commission Act 1986 (Cth)<br>Age Discrimination Act 2004 (Cth)<br>Disability Discrimination Act 1992 (Cth)<br>Disability Standards for Education 2005<br>Racial Discrimination Act 1975 (Cth)<br>Sex Discrimination Act 1984 (Cth)<br>Queensland Human Rights Commission Employer Toolkit |
| Approval | Faith Lutheran College Council<br>Date of approval – Wednesday 3 September<br>Agenda item number – 9.g.ii |
| Policy owner | Principal |
| Date effective from | 03/09/25 |
| Review date. | 2 years from date the policy is effective |
| Date rescinded or replaced | |
| Rescinding or replacing Resolution | Agenda item number<br>Resolution number |