



Anti-Discrimination Policy

Moreton Bay Birali Steiner
School Association Inc. T/A
Birali Steiner School
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Purpose:	Birali Steiner School is committed to protecting students and employees from unlawful discrimination and to responding appropriately should such discrimination occur.		
Scope:	Students 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		
Status:	Authorised	Supersedes: Version 20210211	
Authorised by:	Principal	Policy Owner: Principal	Date of Authorisation: 12/06/23
Review Date:	Every 2 years		Next Review Date: June 2025
References:	<ul style="list-style-type: none"> • <u><i>Anti-Discrimination Act 1991 (Qld)</i></u> • <u><i>Australian Human Rights Commission Act 1986 (Cth)</i></u> • <u><i>Age Discrimination Act 2004 (Cth)</i></u> • <u><i>Disability Discrimination Act 1992 (Cth)</i></u> • <u><i>Racial Discrimination Act 1975 (Cth)</i></u> • <u><i>Sex Discrimination Act 1984 (Cth)</i></u> • Birali Steiner School's Sexual Harassment Policy • Birali Steiner School's Workplace Bullying Policy • Birali Steiner School's Disability Discrimination Policy • Birali Steiner School's Student Code of Conduct • Birali Steiner School's Staff Code of Conduct • Birali Steiner School's Complaints Policy • Birali Steiner School's Feedback/Complaints Resolution System • Birali Steiner School's Work Health and Safety Policy • Adapted from the ISQ Anti-Discrimination Policy Template Version 2015 		
Definitions	<p>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.</p> <p>Indirect discrimination: Indirect discrimination on the basis of an attribute happens if a person imposes, or proposes to impose, a term –</p> <ol style="list-style-type: none"> 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. <p>Direct or Indirect Discrimination is against the law regardless of</p> <ul style="list-style-type: none"> • Sex • Age • Race • Impairment (disability) • Relationship status • Pregnancy • Parental status • Gender identity 		

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	<ul style="list-style-type: none">• Sexuality• Intersex status• Breastfeeding• Family responsibilities• Religious belief or religious activity• Political belief or activity• Trade union activity• Association with, or relation to, a person identified on the basis of a prohibited attribute• Work• Education• Genuine occupational requirement
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Policy Statement

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

Birali Steiner 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 via the Birali Steiner School Feedback Complaints Resolution System.

In accordance with relevant law, Birali Steiner 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 Birali Steiner School. Both direct and indirect unlawful discrimination are prohibited.

In accordance with the relevant law, Birali Steiner School prohibits unlawful discrimination against students in all facets of education at Birali Steiner 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

In accordance with the relevant law, Birali Steiner School 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

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Responsibilities

School Responsibilities

The legislation establishes a legal responsibility on employers to provide workplaces free from discrimination. Birali Steiner 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 Birali Steiner School Feedback Complaints Resolution System 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 Birali Steiner 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 behavior is occurring in the school, they should make a complaint using the school's Feedback Complaints Resolution System.

Implementation

Birali Steiner School will do all that is reasonable to prevent unlawful discrimination by implementing the following measures.

Staff will be made aware of the legislative requirements relating to this Policy on a regular basis with Professional Development as required so staff model and practice appropriate non-discriminatory behaviors.

This Anti-Discrimination Policy is read and used in conjunction with the Disability Discrimination Policy to ensure enrolment and education of students is without discrimination.

Compliance and Monitoring

Staff are required regularly to confirm they have read this Anti-Discrimination Policy by signing a Training Register.

Birali Steiner School have a Feedback Complaints System where reports of discrimination are registered as high priority. This System is monitored regularly by the Principal and Feedback Manager for action as required by school operations.

The complaints are then reported to the Moreton Bay Birali Steiner School Association Finance, Risk, Audit & Compliance Sub-committee and subsequently reported to the Moreton Bay Birali Steiner School Association Board.

The MBBSSA Inc Board will ensure this Anti-Discrimination policy is reviewed for effectiveness and updated on a regular basis to comply with lawful guidelines.