

Equal Opportunity Policy

Introduction

Penola Catholic College is committed to offering an educational program, which endeavours to develop the potential of every student and utilise the individual contribution of every member of staff. The College aims to create an atmosphere in which members of the College community can develop their capabilities within a diverse and tolerant school. There should be no discrimination against any person because of gender, race, ethnic background, age, lifestyle, socio-economic background, medical status, or physical, intellectual or emotional differences.

Statement Of Purpose

- To raise the awareness of all members of the College to issues of Equal Opportunity.
- To provide all students with equal access to, and participation in, the College Curriculum.
- To provide an environment, which supports the general well being and development of all students and staff.
- To ensure equitable allocation of College resources.
- To comply with the anti discrimination and equal employment opportunity legislation.

Aim

The College Executive takes **overall** responsibility for equal opportunity issues in the College.

The policies, programs and practices of the Penola Catholic College Community will:

- Continue to develop an understanding, recognition and commitment to the principle of Equal Opportunity. (College Executive responsibility).
- Work towards an inclusive curriculum reflecting the experiences and lifestyles of members of the College and its wider community. (Curriculum, Student Services, College Executive responsibility).
- Encourage students to experience and pursue non - traditional subject areas and to investigate a wide range of career options. (Curriculum, Vocational Education Services responsibility).
- Provide a safe and positive environment for all members of the College community. (Pastoral Care and College Executive responsibility).
- Provide a workplace free of harassment and **discrimination**. (College Executive).
- Encourage students to participate in the relevant decision making processes in the College. (Campus Administration Teams, Penola Student Council responsibility)
- Take into consideration the ratio of male and female and the number of students with a disability when forming classes. (Campus Administration Teams, Principal responsibility)
- Comply with Equal Opportunity for Workplace Gender Equality Agency legislation. (Equal Opportunity Officer responsibility)

As the Executive Team takes responsibility for equal opportunity issues in the College, any queries or concerns regarding equal opportunity issues can be directed to any member of the Committee.

Policy Reviewed May 2017

Approved by Board May 2017

Renewal May 2020

