

<b>Approval Authority</b>	Principal
<b>Policy Author</b>	Director of Wellbeing
<b>Effective Date</b>	1 February 2025
<b>Review Date</b>	Annual

## PURPOSE

The purpose of this policy is to outline the College's position and commitment to diversity and inclusion in the student and staff body of Emmanuel.

## SCOPE

This policy applies to all members of the College community.

## DEFINITIONS

<b>Diversity</b>	Diversity relates to sex, gender, age, language, ethnicity, cultural background, disability, sexual orientation, intersex status, religious beliefs, educational level, professional skills, work experience, socio-economic background, career obligations and/or other factors that make us unique.
------------------	---

## POLICY DETAIL

Emmanuel recognises the importance of valuing diversity and promoting inclusion. We especially value the unique qualities, attributes, skills and experiences our students and staff bring to the College.

We are committed to fostering, cultivating and preserving a culture of diversity and inclusion that is reflective of society in Australia. Our actions to achieve this include:

- When physical improvements occur at the College we ensure that all potential physical barriers to inclusion are considered and implemented;
- Consideration of diversity is built into our application process for students;
- Diversity representatives are part of our student leadership team to foster a safe and inclusive environment for all our community;
- Our Reconciliation Action Plan supports the College to develop inclusive pathways for Aboriginal and Torres Strait Islander students and staff to become members of the Emmanuel community;
- All members of our staff and students know how to and feel safe to report any kind of discrimination or harassment that conflicts with our Diversity and Inclusion Policy and our Code of Conduct;
- To raise awareness and understanding of challenges and opportunities facing people based on their diversity through education programs and marking days that celebrate diversity.

## ROLES AND RESPONSIBILITIES

<b>Staff</b>	To comply with the policy at all times while an Emmanuel College Employee.
--------------	--



<b>Students</b>	To comply with the policy at all times while an Emmanuel College Student.
<b>Senior Management and Board</b>	To uphold the actions outlined in the Policy Detail.