



Anti-Discrimination and Equal Opportunity Policy

Policy

The Beehive Montessori School is committed to a safe, inclusive and supportive learning and teaching environment that provides the School community with equal opportunity for education and employment.

The School is also committed to protecting all members of the School community from discrimination, victimisation or harassment and will act to prevent, identify and manage situations that could result in discrimination.

Background

All people have a right to equal opportunity and freedom from discrimination. This includes discrimination on the grounds of age, race, gender, sexual orientation, impairment, religion and any other categories specified under the Equal Opportunities Act 1984 (WA).

The School's values of respect, compassion, responsibility and individuality underpin our commitment to provide equal opportunity and to protect members of the community from discrimination.

This policy is to respond to the potential for discrimination and to ensure that the School complies with relevant laws and legislation for all school related activities and learning environments.

Implementation

1. The School Code of Conduct underpins this Policy.
2. The School community shall comply with Australian legislation and laws relating to equal opportunity for education and employment and protection from discrimination.
3. The Principal and the Board shall ensure that the School complies with Australian legislation relating to equal opportunity for education and employment and protection from discrimination.
4. The School shall strive to offer equity of access to the School for people with disability and shall raise awareness of the School community to the access needs of people with disability.
5. The School shall encourage and empower any person who is the subject of, or witness to, discrimination within the School community to report this discrimination to the Principal in the first instance, or in the case of perceived discrimination by the Principal, to the Board.
6. The Principal shall respond in a timely, fair and confidential manner to address the concerns of any person who is the subject of, or witness to, discrimination within the School community and shall encourage any person who is the subject of or witness to discrimination within the School community to use the School's Complaints Policy to resolve their concerns.

The Beehive Montessori School Inc.

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Related Documents and Resources

[Admissions Policy](#)

[Age Discrimination Act 2004](#)

[Code of Conduct](#)

[Complaints Policy](#)

[Communication Pathway](#)

[Disability Discrimination Act 1992](#)

[Equal Opportunity Act \(1984\)](#)

[Gender Inclusive Policy](#)

[Privacy Policy](#)

[Racial Discrimination Act 1975](#)

[Sex Discrimination Act 1984](#)

[Staff Code of Conduct](#)

[Student Code of Conduct](#)

Approved 3/10/24 by the Board Policy Committee. Next review due 3/10/26

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