



**SOPHIA
MUNDI**

Steiner Education and IB World School

Equal Opportunity School Policy

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1 Policy Scope

This policy covers the whole school community, including staff, students, parents, school governing body, contractors and volunteers.

This policy applies to:

- education (e.g. teaching and learning, enrolment, student management, student services, curriculum development and delivery)
- the provision of goods and services (e.g. extracurricular activities, camps, parent–teacher interviews, access to facilities)
- school sport operations
- employment at the school (recruitment, allocation of duties, employment conditions, access to benefits such as training, promotion and leave).

2 Policy Objectives

Sophia Mundi Steiner School aims to provide a welcoming, supportive, and emotionally and physically secure learning and working environment for every member of the school community.

3 Policy Statement

Sophia Mundi Steiner School recognises and promotes human rights and values the diversity of culture, beliefs, practices, customs, physical and intellectual abilities and life experience of the whole school community.

4 Policy Requirements

Sophia Mundi employees, students, visitors, volunteers and contractors are required to act in accordance with relevant legislation:

- *Charter of Human Rights and Responsibilities Act 2006*
- *Disability Discrimination Act 1992*
- *Education and Training Reform Act 2006*
- *Education and Training Reform Regulations 2007*
- *Equal Opportunity Act 1995*
- *Children Legislation Amendment (Reportable Conduct) Act 2017*
- *Child Wellbeing and Safety Amendment (Child Safe Standards) Bill 2015 (Vic.)*
- *Ministerial Order 870 January 2016 (Vic.)*
- *Victorian Registration and Qualifications Authority (VRQA) Minimum Standards: Mandated Registration Requirements*
- *Information Privacy Act 2000*

5 Policies and Procedures to be read in conjunction with this policy

- *Student Engagement*
- *Enrolment*
- *Positive Learning Strategy*
- *Duty of Care*
- *Employment*
- *Offsite activities*