

## PEDARE CHRISTIAN COLLEGE DIVERSITY POLICY

### 1. OBJECTIVES

Pedare Christian College (PCC) values the differences between people and the contribution these differences make to our College. We are committed to actively manage diversity, finding ways of utilising the differences that exist, in order to improve our business, and to ensuring that all workers are treated with respect and dignity.

### 2. INTRODUCTION

The College appreciates the value inherent in a diverse community. Diversity may result from a range of factors; origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance, language or other influences. We are committed to actively and flexibly seeking to accommodate the unique needs of many different workers, and to supporting workers in the achievement of a diverse workplace.

We seek to create a culture of acceptance and understanding that values the contribution of every member of our community. We know the diverse talents, skills and backgrounds of our people shape Pedare Christian College and contribute to its success.

We celebrate diversity because diverse viewpoints and identities connect us to the lives and experiences of others, build our capacities for empathy and understanding, and challenge our ideas about people and society.

### 3. DEFINITIONS

**Workers:** Management, Teachers, Student Teachers, General Staff, Coaches, Umpires, Volunteers of PCC, Contractors, Sub-Contractors.

**Student:** A student of PCC or a student visiting PCC from another School.

### 4. PROCEDURES

#### Diversity Responsibilities

It is the responsibility of all workers to create an environment where:

- There is tolerance of difference. The College will ensure that all workers are treated fairly and with respect and dignity
- The ability to contribute and access opportunities is based on merit. The College will adopt and actively encourage those practices and procedures that enable workers to contribute to the best of their ability.
- Inappropriate attitudes or behaviours are confronted. The College will treat seriously any instance of inappropriate behaviour and confront attitudes based on inappropriate stereotypes.

Line Managers are responsible for developing and encouraging a positive environment, where all workers are treated with respect and dignity and must take responsibility for reporting breaches of this policy and should themselves act in accordance with its spirit.

#### Equal Opportunity in Employment

Specifically, the College will provide equal opportunity in respect to employment and employment conditions, including:

- recruitment and selection;
- training;
- career advancement; and
- support.



To support managers and others, ongoing training and education in diversity, equal opportunity and harassment are available and the College Leadership Team members are also available to support managers and others achieve our objective of dignity at work.

## 5. RELATED DOCUMENTS

- Pedare Christian College Enterprise Agreement
- PC 004 Code of Conduct for Workers Policy
- PC 007 Staff Dress Code Policy
- South Australia Equal Opportunity Act 1984