



## **MATER DEI DISABILITY DISCRIMINATION POLICY**

Disability discrimination occurs when a person with a disability is treated less favourably than a person without a disability, in the same or similar circumstances.

The definition of disability includes a wide range of impairments including physical, intellectual, psychiatric, sensory, neurological and learning disabilities. It also covers discrimination against a person because of a physical disfigurement or a disease (e.g. Human Immunodeficiency Virus – HIV).

Mater Dei School is committed to providing a safe and educationally supportive environment that values and encourages participation by all students and workers, including those with disabilities.

It is our policy that:

- Mater Dei students can participate in education and training without discrimination;
- Mater Dei students have opportunities to access the school curriculum and achieve educational outcomes, in the same manner as students without disabilities;
- Reasonable adjustments will be made where necessary, to ensure that Mater Dei students are able to participate in all activities available to students without disabilities;
- Individualised programs will be developed for Mater Dei students in consultation with parents/carers and relevant experts;
- All processes are accessible and transparent; and
- Disability discrimination prevention strategies are reviewed on an annual basis against best practice.

### **Discrimination, Harassment and Victimization**

Mater Dei School does not tolerate discrimination, harassment and victimisation of any type including disability discrimination.

This is achieved by:

- Informing all staff and students that disability discrimination is not acceptable;
- Providing information and training concerning non-discriminatory methods of teaching;
- Ensuring staff and students are aware of appropriate actions to be taken if harassment or victimisation occurs;
- Establishing strategies and programs to prevent harassment and victimisation of persons based on their disability; and
- Ensuring strategies and programs extend to not only students but also to their

parents/guardians, who may experience discrimination as a result of their support role to a person with a disability, or who may have a disability themselves.

### **'Same Basis' Opportunities**

The fundamental concept in operation at Mater Dei School to prevent disability discrimination is the 'same basis' concept. This means treatment of students with a disability must be on the 'same basis' as students without a disability, when presented with opportunities and choices offered to students without disabilities.

### **Reasonable Adjustments**

Mater Dei School will provide reasonable adjustments upon consultation with the parents/guardians of our students, and where possible, the student themselves, to assist the student undertake the education offered.

Whether an adjustment is reasonable will depend on balancing the student's learning needs with the interests of all parties affected, including those of the student, the school, staff and other Mater Dei students.

Depending on the needs of the student, adjustments may include modifications to school facilities, procedures and resources.

Mater Dei School is not required to provide adjustments where doing so would cause unjustifiable hardship to the school.

All processes for adjustments within the school, including review and grievance procedures, will be transparent. All decisions will be made in a timely way that optimises the student's participation in education and training.

Unjustifiable hardship is determined via an individual assessment of the prospective student's needs balanced with the costs associated with additional staffing, the provision of special resources or modifications and health and safety and duty of care requirements.

### **Disability Information**

Information obtained in relation to the student's disability will remain confidential and will only be disclosed for the purposes of making adjustments or in accordance with a lawful requirement.

### **Complaints**

Complaints of unlawful discrimination should be made to the school.

Complaints will be properly and effectively dealt with using the Mater Dei Grievance Procedure Statement.

**Employees Responsibility**

All Mater Dei employees are required to follow the guidelines as set out in this policy.

**Implementation**

This policy is implemented through a combination of:

- Staff training to equip staff with knowledge, skills and understanding to enable students with disabilities to participate in the full range of educational programmes or services, on the same basis and to the same extent as students without disabilities;
- Student and parent/guardian education and information;
- Effective management of the enrolment of students;
- The maintaining of a culture that maintains the dignity and privacy of all Mater Dei students;
- The establishment of processes for ongoing evaluation, monitoring and review of the effectiveness of the management of Mater Dei individual student needs;
- Effective communication and incident notification procedures;
- Effective record keeping procedures; and
- Initiation of corrective actions where necessary.

**Discipline for Breach of Policy**

Where an employee breaches this policy Mater Dei School may take disciplinary action.

**RELATED POLICIES/STATEMENTS**

Mater Dei Grievance and Disputes Policy

Disability Standards for Education 2005

Approved at Leadership Team YES / NO / NA	Signed	Date
Approved at Board YES / NO / NA	Signed	Date
Staff Briefed YES / NO	Signed	Date
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