



Diversity and Inclusion Policy

RUYTON GIRLS' SCHOOL

12 Selbourne Road Kew 3101
Victoria Australia

Tel + 61 3 9819 2422

Fax + 61 3 9818 4790

ruyton@ruyton.vic.edu.au
www.ruyton.vic.edu.au

ABN 86 004 162 261
CRICOS 00336J

We are diverse. We are all different. Together we are Ruyton.

Ruyton is an independent, forward thinking girls' school committed to preparing girls for a lifetime of learning, leadership and engagement in our global community. The Ruyton community is comprised of many individuals with unique skills, values, backgrounds and experience. Ruyton values both diversity and inclusion, recognising the value they bring to our girls, organisational capability and business performance.

1. Policy

Ruyton is committed to providing an environment in which members of our community have equal access to opportunities, are not judged unlawfully or by reference to irrelevant attributes and have genuine feelings of belonging across Ruyton activities.

The main objectives of this Policy are to ensure that Ruyton:

- leverages the unique skills, values, backgrounds and experiences of individuals, to best meet the needs of our community,
- develops an inclusive environment where each individual is respected and included, regardless of their gender, age, work status, marital status, religious or cultural identity, and
- demonstrates best practice.

2. Scope

This Policy applies to anyone who is employed by or works at Ruyton (including employees, volunteers and third party contractors) and all members of the Ruyton Community (including students, parents/guardians and past-students).

3. Key elements of the policy

3.1. Diversity at Ruyton

Diversity at Ruyton refers to all the characteristics that make individuals different from each other. This includes religion, race, ethnicity, language, gender, sexual orientation, disability, age and any other ground for potential unlawful discrimination.

Diversity at Ruyton is about the commitment to treating individuals equally and with respect.



3.2 Inclusion at Ruyton

Inclusion at Ruyton refers to both the action of including people in opportunities and activities and the outcomes of individuals feeling a sense of belonging.

3.3 Responsibility for Diversity and Inclusion

The philosophy and principles outlined in this Policy applies across all aspects of Ruyton business and is the responsibility of all employees and volunteers and must be adhered to by all parties acting for, or on behalf of any part of Ruyton.

At every level, Ruyton representatives are responsible for ensuring the successful promotion of all aspects of diversity and inclusion and appropriate behaviour.

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3.4 Diversity in Human Resource practices

Diversity and inclusion applies to all people practices, including but not limited to, recruitment, retention, performance management, promotions, talent identification, succession planning, training and development, and goal setting.

Leaders at Ruyton have a responsibility to make decisions based on merit, to encourage diversity and inclusion in their teams and to model appropriate behaviour to ensure a strong and diverse culture at Ruyton.

Successful selection and recruitment is a fundamental part of School business and candidate diversity allows for different strengths and contributions to be brought to Ruyton. These same principles are applied when considering new Directors for appointment to the Board to ensure a diversity of skills and background in candidate selection.

4. Grievances

Discrimination, harassment, vilification and victimisation will not be tolerated at Ruyton. Any substantiated breach of the Ruyton Diversity and Inclusion Policy will be dealt with seriously and may result in disciplinary action. Ruyton is committed to taking appropriate action where a complaint is raised and an investigation will follow in line with Ruyton complaint handling procedures.

5. Related Policies

- Gender Equity Policy

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| Policy Number: | POLHR011 |
| Approved by: | Ruyton Board |
| Date: | June 2018 |
| Next Review Date: | 2021 |