# **Transcript**

## Human Rights and decision-making

#### Narrator:

Everyone has human rights – students, staff, and school community members.

Thinking and talking about human rights helps us create safe and inclusive communities, make better decisions, and improve our services.

Human rights are considered at every level of the department – from central office to schools.

Let’s look at the student dress code as an example.

At a local level, this Queensland state school plans to introduce a requirement to wear black enclosed shoes into the dress code.

Currently, many students are wearing different types of shoes.

A student’s parent has raised concerns that the required shoes restrict students’ freedom to express their personal identity, and that they may not be affordable.

The school, and P&C association, discuss the human rights of those affected by this dress code requirement.

Sometimes actions and decisions can promote the rights of one person or group, while limiting the rights of others.

In this case, the dress code requirement may limit the rights of some students. But it also promotes other human rights.

Because rights are limited, the principal needs to determine if the limits are reasonable and justifiable.

It is important for the principal to consider the purpose of the dress code requirement, and – if there are other ways of achieving the purpose that don’t limit rights as much.

They must consider if the benefits of the dress code requirement outweigh any limit to human rights.

The Human Rights Act shows us how to determine if our decisions are compatible with human rights.

At this school, the requirement to wear black enclosed shoes is considered compatible with human rights, as long as other options, including exemptions and modifications, are available.

These considerations and the outcome should be documented and communicated.

You can find out more about human rights in the department by searching “human rights” at “qed.qld.gov.au”

Let’s all talk about human rights.

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