

Inclusion and Diversity



HAMPTON PARK
PRIMARY SCHOOL

Responsibility	Assistant Principal
Approved by	Principal
Due for Review	July 2028

Purpose	The purpose of this policy is to explain Hampton Park Primary School's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. This policy should be read alongside the following Department of Education and Training policies: • Equal Opportunity and Human Rights - Students • For staff, the Respectful Workplaces policies (including Equal Opportunity and Anti-Discrimination, Sexual Harassment and Workplace Bullying) as these whole of Department policies apply to all staff at Hampton Park Primary School.
Definitions	Personal attribute A personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute. Direct discrimination Unfavourable treatment because of a person's protected attribute. Indirect discrimination Imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute. Sexual harassment Unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written. Disability harassment An action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person. Vilification Conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

	Victimisation Subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).
Policy	Inclusion and diversity Hampton Park Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff. We believe every child deserves access to a rich, engaging, and challenging educational experience. Our aim is to foster a supportive and stimulating environment where all students are empowered to achieve their personal best—both academically and socially. We take great pride in the rich diversity of our school community. Currently, 4% of our students identify as Aboriginal or Torres Strait Islander, and 5% of our student population have a diagnosed disability. More than 50% of our students speak a language other than English at home, and 13% have refugee backgrounds. Hampton Park Primary School is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school. Hampton Park Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Hampton Park Primary School we value the human rights of every student and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously. Hampton Park Primary School will: ● actively nurture and promote a culture where everyone is treated with respect and dignity ● ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities such as excursions, camps, schools sports, concerts, on the same basis as their peers ● acknowledge and respond to the diverse needs, identities and strengths of all students ● encourage empathy and fairness towards others ● challenge stereotypes that promote prejudicial and biased behaviours and practices ● contribute to positive learning, engagement and wellbeing outcomes for students ● respond to complaints and allegations appropriately and ensure that students are not victimised. Hampton Park Primary School is committed to its vision: <i>Hampton Park Primary School - empowering lifelong learners who contribute to and thrive in an inclusive, connected community.</i> We believe that every student has the potential to grow academically, socially, and emotionally. Our goal is to create a sense of belonging where everyone feels valued and motivated to succeed. By

	working together as a community, we aim to equip our students with the skills and values they need to face the future with confidence and positivity. Through an inclusive and diversity-focused lens, Schoolwide Positive Behaviour Support (SWPBS) is implemented at our school to promote positive behaviour, wellbeing, and academic success for all students, regardless of background, ability, or identity. SWPBS creates equitable opportunities for all learners by fostering a welcoming and respectful environment. It enables teachers and students to focus more on building meaningful relationships and engaging in high-quality learning. By embracing SWPBS, our school community benefits from: • increased respectful and inclusive behaviour across all settings • more time dedicated to effective and engaging learning • improved social and emotional wellbeing for every student • strong, respectful relationships among students, staff, families, and the wider community • a safe, supportive, and inclusive school environment where diversity is valued and celebrated. Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Hampton Park Primary School. We will take appropriate measures, consistent with our Student Engagement and Wellbeing and Bullying policies to respond to students who demonstrate these behaviours at our school. Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed. Reasonable adjustments for students with disabilities Hampton Park Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways. For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please refer to our school's <i>Student Engagement and Wellbeing</i> policy or contact Leading Teacher Wellbeing and Inclusion for further information.
Communication	This policy will be communicated to our school community in the following ways: • available publicly on our school's website (or insert other online parent/carers/student communication method) • reminders in our school newsletter • discussed in student forums

	● included in staff handbook/manual ● discussed at staff briefings/meetings as required ● discussed at parent information nights/sessions ● hard copy available from school administration upon request
Further information and resources	For staff, please see the Department's Equal Opportunity and Anti-Discrimination Policy, Sexual Harassment Policy and Workplace Bullying Policy which apply to all staff working at our school. Other relevant Department policies and resources on the Department's Policy and Advisory Library are: ● Equal Opportunity and Human Rights - Students ● Students with Disability ● Koorie Education ● Teaching Aboriginal and Torres Strait Islander Culture ● Safe Schools ● Supports and Services ● Program for Students with Disabilities