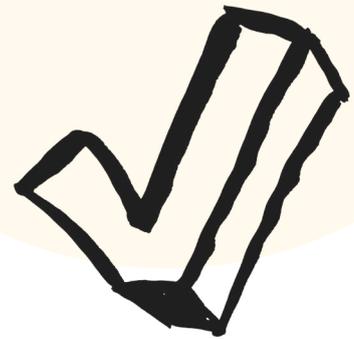


Racism prevention and intervention policy - Template Example

1. Aim

- **1.1** To provide a safe environment (physically, psychologically, emotionally and culturally) in which all students from any background have the best opportunity to learn and achieve.



2. Rationale

- **2.1** Our school is committed to the elimination of all forms of racism and discrimination in school. No student, employee, family, guardian or community member should experience racism within the school environment.
- **2.2** The Victorian Equal Opportunity and Equal Rights Commission identifies racial discrimination as: “any act where a person is treated unfavourably because of their race, nationality, colour, descent or ethnic origin”. It includes:
 - The degrees and forms it can take from name calling and stereotyping, to vilification, abuse and violence.
 - The fact that it can involve direct and indirect exclusion from services, employment, education and opportunities.
 - That it occurs systemically as a result of policies, conditions and practices affecting a broad group of people.¹
- **2.3** This policy is underpinned by legislation including the Victorian *Equal Opportunity Act 2010*, the Victorian *Racial and Religious Tolerance Act 2001*, and the Commonwealth *Racial Discrimination Act 1975*, as well as the Victorian Government’s *Multicultural Policy Statement* and the United Nations *Convention on the Rights of the Child*.

¹ Victorian Equal Opportunity and Human Rights Commission [VEOHRC]. (2019). *Racism: Definition, research and laws*. Retrieved from: https://www.humanrightscsmission.vic.gov.au/media/k2/attachments/Racism_-_definition_research_and_laws.pdf

3. Scope

- **3.1** This policy applies to all school employees – paid, voluntary and sub-contractors, as well as all participants and visitors.
- **3.2** This policy applies to all students, parents, families, or guardians attending the school.

4. Responsibilities

- **4.1** Preventing expressions of racism in the school environment, and challenging attitudes that allow them to emerge, is the shared responsibility of all school staff.²
- **4.2** Principals and senior school staff have a responsibility to:
 - Promote a culture of respect and non-discrimination across the school community.
 - Review and monitor school policies, procedures and practices to ensure they embed inclusion and respect for diversity, and do not promote or perpetuate racial discrimination.
 - Provide employees with opportunities to participate in continuous professional development regarding culturally-responsive practice.
 - Identify opportunities and develop a strategy for the inclusion of education regarding racism and discrimination for students.
 - Respond to all incidents, allegations and complaints of racial discrimination in a fair, efficient, effective, and transparent manner.
 - Respond to all incidents and allegations of racial discrimination in a manner that seeks shared understanding, repair and resolution.
 - Where serious incidents of racial discrimination have been substantiated, implement appropriate behaviour management processes and penalties.
 - Ensure that parents, families and guardians are aware of the school's position and policy regarding racism and discrimination.
- **4.3** All employees have the responsibility to:
 - Monitor their own behaviour to ensure that they do not commit or enable racial discrimination.
 - Complete incident reports for all incidents and allegations of racial discrimination so that matters can be appropriately investigated and addressed.
 - Support students to develop an understanding of racial discrimination, and their rights and responsibilities under this policy.
 - Role model respectful behaviour to students.
 - Participate in continuous professional development regarding culturally responsive practice.

2 NSW Government. (2016). *Anti-racism policy*. Retrieved from: <https://policies.education.nsw.gov.au/policy-library/policies/anti-racism-policy?refid=285843>

- **4.4** Students have the responsibility to:
 - Understand their rights and responsibilities under the school's policy regarding racism and discrimination.
 - Monitor their own behaviour to ensure that they do not perpetrate or perpetuate racial discrimination.
 - Seek support from school staff when they are aware of an incident of racism.
- **4.5** Parents, guardians and families have the responsibility to:
 - Understand their rights and responsibilities under the school's policy regarding racism and discrimination.
 - Monitor their own behaviour to ensure that they do not perpetrate or perpetuate racial discrimination.
 - Role model respectful behaviour to students.
 - Notify school regarding any concerns regarding incidents, events or allegations of racial discrimination.
 - Participate appropriately, when necessary, in the school's procedures regarding racism.

5. Delegations

- **5.1** The school commits to monitor and enact policy to address racism through:
 - a)** Formation of a committee/ interest group/ working group.
 - b)** Implementation of a regular agenda item in whole of school meeting, and/or
 - c)** Nomination of representative person or persons from the school leadership team, who will be responsible for the following:
 - Dedicated and consistent review of policy and procedures to ensure compliance.
 - Provision of advice to senior school staff regarding implementation of the policy and any issues that may arise.
 - Develop strategies to include feedback from all members of the school community regarding the implementation of the policy.
 - Ensure adequate response to complaints, feedback and reports regarding racism and discrimination.
 - Demonstrate leadership and innovation in terms of good practice in the area of non-discriminatory practice.
 - Identify opportunities, and develop a strategy, for the inclusion of education regarding racism and discrimination for students.
 - Monitor incident reports in relation to events or allegations of racism to identify potential themes, risk areas and solutions.
- **5.2** Incorporate student voice and action through student leadership channels, or the development of a dedicated student committee for the purpose of providing feedback and student-led initiatives to address racism and promote inclusion and belonging in the school community. For ideas please refer to:

Amplify



Student-Led
Projects -
Quick Guide

