

# Racism Policy

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## **Rationale:**

Racism has a negative and detrimental impact on staff, students and school culture. Racism compromises the ability of students to learn, creates unhappiness and distrust, destroys confidence and relationships, and has a negative effect upon the ethos, tone and values of our school. Racist comments, behaviours or practices are unwelcome at our school.

## **Aim:**

To enjoy a school environment that values, encourages and celebrates racial diversity.

## **Implementation:**

- Racial diversity enriches our school community.
- Racist comments, behaviours or practices are unwelcome at our school, must be reported to the principal, will be investigated and dealt with accordingly.
- Under the federal *Racial Discrimination Act 1975* and the *Victorian Equal Opportunity Act 1995*, it is unlawful to discriminate against a person or group on the ground of their race.
- The Racial and Religious Tolerance Act 2001 prohibits amongst other things, practices such as racist graffiti, speeches or posters in public places, engaging in racist or religious vilification in public places, or making offensive racist comments in publications including the internet or email.
- Staff, students and members of the school community will be familiar with the school's approach to racism and will be provided with information relating to their rights and responsibilities.
- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, will be represented as members of decision-making bodies, will have their input treated fairly, and all decision-making processes and outcomes will be meritorious and non-racist.
- The school curriculum will be free of racist content but will discuss and analyse instances of racism, effects of racism, advantages of multiculturalism and inclusiveness, and will assist students to further develop attitudes and skills that discourage, challenge and report racist practices.
- Students from non-English speaking backgrounds will have access to ESL (English as a Second Language) programs.
- Essential notices, newsletters, student reports, permission forms etc will be provided in languages consistent with the needs of community members.
- Interpreters will be arranged where required.
- School Council president will be informed of all reported incidents of racism as a matter of urgency.

## **Evaluation:**

This policy will be reviewed as part of the school's three-year review cycle, or as dictated by changes in Department of Education requirements or Acts of parliament.