

RACISM

POLICY

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.

Aims:

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

Implementation:

- Racial diversity enriches our school community.
- Under the federal *Racial and Religious Tolerance Act 2001* and the *Victorian Equal Opportunity Act 2010*, 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.
- Racist comments, behaviours or practices are unlawful and unwelcome at our school, must be reported to the principal, will be investigated and dealt with accordingly.
- 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 invited to 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 or delivery, but will include discussions and analysis of 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.

Evaluation:

- This policy was originally formed, and will be reviewed in consultation with all members of the wider community (all staff, parents, students, and interested members of the community) as part of the school's three-year review cycle.

This policy was last ratified by School Council in...

March 2015