

Racism Prevention and Response Policy

School Name: Glen Park PS

Policy Author: Tony Shaw (Principal)

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1. Purpose

Glen Park Primary School is committed to providing a safe, inclusive and respectful learning environment where every student, staff member, family and visitor is treated with dignity and respect. This policy outlines the school's commitment to preventing and responding to racism and racial discrimination. It supports the Victorian Government's commitment to equity, inclusion, child safety and wellbeing and aligns with relevant Victorian and Commonwealth legislation.

2. Scope

This policy applies to:

- All students
- School staff, including teaching, education support, contractors and volunteers
- Parents, carers and visitors
- School activities, including classrooms, playgrounds, camps, excursions, sporting events, online learning and digital communications connected to the school

3. Policy Statement

The school has zero tolerance for racism.

Racism includes behaviour that humiliates, excludes, intimidates, threatens or unfairly treats a person because of their race, colour, ethnicity, nationality, descent, cultural background or religious or ethnic identity.

Racism may be:

- Direct or indirect

- Intentional or unintentional
- Verbal, physical, written or online
- Individual, systemic or institutional

Examples include:

- Racial slurs or offensive language
- Mocking accents, names or cultural practices
- Excluding someone because of their race or ethnicity
- Displaying racist symbols or images
- Sharing racist content online
- Stereotyping people based on race or ethnicity
- Vilifying or intimidating someone because of their racial or cultural background

The school recognises that racism can have significant impacts on students' wellbeing, learning outcomes, engagement and sense of belonging.

4. Guiding Principles

The school will:

- Promote respect for diversity and inclusion.
- Foster a culture of belonging for all students.
- Recognise and value Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia.
- Celebrate the cultural diversity of the school community.
- Respond promptly and fairly to reports of racism.
- Support those affected by racism.
- Hold individuals accountable for racist behaviour.
- Promote restorative approaches where appropriate.
- Continuously improve school practices through reflection and consultation.

5. Prevention

The school will actively work to prevent racism by:

- Embedding respectful relationships and inclusive practices across the curriculum.

- Teaching students about diversity, inclusion, human rights and intercultural understanding.
- Providing age-appropriate learning about Aboriginal and Torres Strait Islander histories and cultures.
- Promoting student voice and leadership in inclusion initiatives.
- Providing staff with professional learning in cultural responsiveness and anti-racism.
- Reviewing school policies and practices to reduce barriers to participation.
- Celebrating cultural diversity through school events and curriculum activities.

6. Reporting Racism

Students, parents, carers, staff and visitors are encouraged to report any incident of racism.

Reports may be made to:

- A classroom teacher
- The principal
- A trusted staff member

Reports may be made verbally or in writing.

Anonymous reports will be considered where sufficient information is available.

The school will ensure that no person is disadvantaged for making a complaint in good faith.

7. Responding to Reports

When a report is received, the school will:

35. Ensure the immediate safety and wellbeing of those involved.
36. Listen respectfully to all parties.
37. Record the incident.
38. Investigate promptly and fairly.
39. Maintain confidentiality as far as practicable.
40. Keep relevant parties informed of progress.
41. Determine appropriate actions.
42. Monitor ongoing wellbeing and relationships.

Responses will be proportionate to the seriousness of the behaviour and the needs of those affected.

8. Support for Students

Students affected by racism may receive:

- Wellbeing support
- Counselling referrals where appropriate
- Classroom adjustments if required
- Restorative conversations where appropriate
- Ongoing wellbeing monitoring

The school recognises that students who engage in racist behaviour may also require education, guidance and support to understand the impact of their actions and change their behaviour.

9. Consequences

Racist behaviour is a breach of the school's behavioural expectations. Depending on the circumstances, responses may include:

- Restorative conversations
- Reflection activities
- Parent/carer meetings
- Behaviour support plans
- Loss of privileges
- School disciplinary measures consistent with Victorian Government policy
- Referral to external agencies where appropriate

Serious incidents may require consultation with regional staff or other authorities.

10. Roles and Responsibilities

Principal

The principal will:

- Ensure this policy is implemented.
- Promote an inclusive school culture.
- Respond appropriately to serious incidents.
- Ensure complaints are managed fairly.
- Support staff through training and resources.

Staff

Staff will:

- Model respectful behaviour.
- Challenge racist behaviour when observed.
- Report and document incidents.
- Support affected students.
- Promote inclusive learning environments.

Students

Students are expected to:

- Treat others respectfully.
- Value diversity.
- Speak up or seek help if they experience or witness racism.
- Participate respectfully in learning about diversity and inclusion.

Parents and Carers

Parents and carers are encouraged to:

- Support respectful relationships.
- Reinforce inclusive values at home.
- Report concerns promptly.
- Work collaboratively with the school to resolve issues.

11. Confidentiality

Information relating to complaints will be managed in accordance with privacy legislation and Department of Education requirements.

Only those with a legitimate need to know will have access to information relating to incidents.

12. Related Policies

This policy should be read alongside:

- Child Safety and Wellbeing Policy
- Student Engagement Policy
- Bullying Prevention Policy
- Digital Technologies and Online Safety Policy
- Inclusion and Diversity Policy

- Complaints Policy
- Staff Code of Conduct

13. Legislative and Policy Context

This policy is informed by:

- Education and Training Reform Act 2006 (Vic)
- Equal Opportunity Act 2010 (Vic)
- Racial Discrimination Act 1975 (Commonwealth)
- Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Child Safe Standards (Victoria)
- Victorian Government Schools' Privacy Policy

14. Monitoring and Review

The school will review this policy every three years, or sooner if legislative requirements change or following significant incidents or feedback from the school community.

The school will monitor:

- Reported incidents of racism
- Student wellbeing data
- Attendance and engagement trends
- Community feedback
- Staff professional learning needs

Continuous improvement will be informed by consultation with students, staff, families and the School Council where appropriate. This version is written in a style suitable for adoption by a Victorian Government primary school. It can also be tailored to align with the Department of Education's policy template and include references to the Victorian Government's **Schools' Privacy Policy, Complaints Policy, Bullying Prevention, Student Engagement, Child Safety, and Respectful Behaviours** frameworks.