

## PREVENTING AND ADDRESSING RACISM



### Help for non-English speakers

If you require assistance with understanding this policy, please do not hesitate to contact the College and someone will organise a multicultural aide or the relevant person to assist you.

## PURPOSE

Mount Ridley P-12 College is committed to fostering a welcoming, inclusive environment where racism is not tolerated. Racism harms students' mental health, learning and sense of belonging. We celebrate the diversity of cultures, ethnicities and faiths of all our students. It is up to all of us at Mount Ridley P-12 College to make our school a place that is free of racism and where everyone feels respected and can learn in a safe and inclusive environment.

## SCOPE

This policy addresses how Mount Ridley P-12 College aims to prevent, address, and respond to racism and racial discrimination.

This policy applies to:

- All school activities, including camps and excursions. It also applies to racism or racial discrimination that occurs between students outside school hours, where the behaviour impacts on student wellbeing and safety at school.
- Complaints and concerns relating to racism or racial discrimination made by or in relation to a child or student, school staff, volunteers, contractors, service providers, visitors or any other person while connected or representing the school (physical and online)

Mount Ridley P-12 College recognises there are other types of inappropriate student behaviour that may not meet the definition of racism or racial discrimination which are also unacceptable. These behaviours will be managed in accordance with the Student Wellbeing and Engagement Policy and Inclusion and Diversity policy and Bullying Prevention Policy.

## DEFINITIONS

***Racial discrimination is when someone treats you unfairly, including bullying you, because of your race, skin colour, ancestry, nationality or ethnic background.***

The Victorian Equal Opportunity and Human Rights Commission identifies racial discrimination as: "Any act where a person is treated unfavourably because of their race, nationality, colour, descent or ethnic origin". Racial discrimination can:

- take different forms, from name calling and stereotyping, vilification, abuse and violence.
- involve direct and indirect exclusion from services, employment, education and opportunities.
- occur systemically because of policies, conditions and practices affecting a broad group of people.

***Racism is the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people as a result of racial discrimination.***

Examples of racist behaviour can include name-calling and bullying, culturally biased nicknames, resentment of support given to students from different cultural backgrounds, being excluded by other students, teasing, being told to return to their homeland, being taken advantage of because of their lack of English, off-hand racist comments made and thought to be funny, racist views or taunts and students refusing to work with culturally diverse students.

## **POLICY**

### **What Mount Ridley P-12 College is doing to prevent racism**

Mount Ridley P-12 College follows the Department of Education's [Preventing and Addressing Racism in Schools Policy](#). We are building a culturally safe school with inclusive learning for everyone by working with staff, students, families, carers and communities. We will:

- provide programs that teach about and celebrate diversity, inclusion and the impact of racism to build understanding and empathy
- use practices that support all students to thrive, including the use of cultural groups and leaders
- implement anti-racism efforts to prevent and address racism effectively
- make sure everyone feels safe, with clear and accessible pathways to report racism

### **What to do if your child experiences or witnesses racism at school**

If your child experiences or witnesses racism or religious discrimination at school, please let us know. You can tell your child's teacher or any of the Team Leaders or Student Managers responsible for your child's year level.

### **Report Racism hotline**

If you don't feel comfortable reporting racism to the school, or you are not happy with the school's response, you can report racism to:

- the Department of Education's Report Racism hotline via email [report.racism@education.vic.gov.au](mailto:report.racism@education.vic.gov.au) or phone 1800 722 476 (Monday to Friday, 9am to 5pm)
- [Victorian Aboriginal Education Association Inc.](#) (VAEAI) via email [vaeai@vaeai.org.au](mailto:vaeai@vaeai.org.au) or phone 03 9481 0800 (Monday to Friday, 9am to 5pm)
- Victorian Equal Opportunity and Human Rights Commission (VEOHRC) [online](#), via email [complaints@veohrc.vic.gov.au](mailto:complaints@veohrc.vic.gov.au) or phone 1300 292 153 (Monday to Friday 10am to 2pm).

For additional support following an incident of racism:

- First Nations students, staff or families can contact [Victorian Aboriginal Education Association Inc.](#) (VAEAI)
- Jewish students, staff or families can contact the [Jewish Community Council of Victoria](#)
- Muslim students, staff or families can contact the [Islamic Council of Victoria](#)

For more information about how to report racism to the school or to obtain information in community languages, visit this website: [Report racism or religious discrimination in schools](#).

If you need an interpreter to call the school, please use the details available at: [Guide for Families: How to use an interpreter to contact your school](#).

## **How Mount Ridley P-12 College will respond to racism**

When you report a racist incident, Mount Ridley P-12 College will:

- take your report seriously and act quickly
- give you ongoing support
- investigate and respond safely and appropriately
- keep you informed, while respecting privacy
- review the incident to help avoid it from happening again.

## **COMMUNICATION**

This policy will be communicated to our school community in the following ways:

- Annual reminders in our school newsletter
- Available publicly on our school's website
- Discussed at staff briefings/meetings
- Discussed at parent information nights/sessions
- Hard copy available from school administration upon request

## **RELATED POLICIES AND RESOURCES**

The following websites and resources provide useful information on prevention and responding to racism and racial discrimination, as well as supporting students who have been the target of bullying behaviours:

Report racism or religious discrimination in schools:

<https://www.vic.gov.au/report-racism-or-religious-discrimination-schools>

Racism No Way! Anti-Racism education for schools:

<https://racismnoway.com.au/>

Centre for Multicultural Youth:

<https://www.cmy.net.au/schools-standing-up-to-racism/>

Student Wellbeing Hub:

<https://www.studentwellbeinghub.edu.au/>

Kids Helpline:

<https://kidshelpline.com.au/>

ReachOut Australia:

<https://au.reachout.com/>

Lifeline:

<https://www.lifeline.org.au/>

## POLICY REVIEW AND APPROVAL

<b>Created date</b>	<b>June 2025</b>
<b>Endorsed by</b>	Principal – Carmelo Pagano
<b>Endorsed on</b>	12 <sup>th</sup> August, 2025
<b>Next review date</b>	June 2027 (every two years)