



PREVENTING AND ADDRESSING RACISM IN SCHOOLS POLICY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the Principal or Assistant Principal on 03 5024 5345.

PURPOSE

Irymple South Primary School is committed to providing 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 Irymple South Primary School 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.

The purpose of this policy is to:

- Explain what racism and racial discrimination mean, and the harm they can cause.
- State clearly that these behaviours are not accepted at our school in any form.
- Describe the strategies and programs we use to build a positive culture that values diversity and encourages respectful, inclusive behaviour.
- Support everyone in our school community to recognise signs of racism or discrimination, understand why it is important to report them, and know how to do so.
- Make sure that any reports of racism are investigated properly and responded to in a fair and timely way.
- Provide support for all students affected by racism, whether they are directly targeted, bystanders, witnesses, or even those who have engaged in racist behaviour.
- Work together with parents, carers and peers to prevent racism, address incidents when they occur, and maintain a safe and inclusive environment for learning, working and playing.

SCOPE

This policy addresses how Irymple South Primary School 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) Irymple South Primary School recognises other types of inappropriate student behaviour 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, Bullying Prevention Policy and Inclusion and Diversity Policy.

This policy supports [Child Safe Standards 1 and Child Safe Standard 5](#), which require schools to respect student identity, promote inclusion, and take active steps to eliminate racism.

DEFINITIONS

In line with the Department of Education's Preventing and Addressing Racism in Schools Policy:

- Racism refers to any behaviour that marginalises, excludes, or discriminates against someone based on their race, culture, ethnicity, or skin colour.
- Racial discrimination is unfair treatment of individuals or groups because of their race or ethnicity.

It is important to recognise that racism can take many forms, including unconscious bias, stereotyping, systemic exclusion, and the denial of identity – each of which can cause significant harm to mental health, engagement, and belonging. Both behaviours are never acceptable at our school.

POLICY

At Irymple South Primary School, we:

- Build a positive culture that values cultural diversity and encourages respectful, inclusive behaviour.
- Encourage students, staff, and families to be alert to racism, understand why reporting matters, and know the steps to raise concerns with school staff.
- Investigate all reports of racism promptly, fairly, and appropriately.
- Provide support for students affected by racism, including those directly targeted, bystanders, witnesses, and students who have engaged in racist behaviour.
- Work in partnership with parents, carers, and peers to address incidents and prevent racism from occurring.

All incidents of racism will be recorded and managed through eduSafe Plus and, where required, reported to the Department's Incident Support and Operations Centre (ISOC).

COMMUNICATION

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

- Available publicly on our school's website
 - Included in staff induction and child safety training processes
 - Discussed at staff briefings/meetings as required
- Referring to it in student wellbeing programs and classroom activities.

POLICY REVIEW AND APPROVAL

Policy last reviewed	September 2025
Consultation	School Council 19/11/2025 School Newsletter 21/11/2025
Approved by	Principal
Next scheduled review date	September 2027