

Mickleham Secondary College

Racism Prevention and Intervention Policy



Help for non-English speakers

If you need help to understand the information in this policy please contact the main office

Purpose

Our purpose of our racism prevention and intervention policy is to provide a safe environment (physically, psychologically, emotionally and culturally) in which all students from any background have the best opportunity to learn and achieve.

Our school is committed to the elimination of all forms of racism and discrimination in school. No student, employee, family, guardian or community member should experience racism within the school environment.

The Victorian Equal Opportunity and Equal Rights Commission identifies racial discrimination as: “any act where a person is treated unfavourably because of their race, nationality, colour, descent or ethnic origin”. It includes:

- The degrees and forms it can take from name calling and stereotyping, to vilification, abuse and violence.
- The fact that it can involve direct and indirect exclusion from services, employment, education and opportunities
- That it occurs systemically as a result of policies, conditions and practices affecting a broad group of people.

Scope

This policy applies to all school employees – paid, voluntary and sub-contractors, as well as all participants and visitors.

This policy applies to all students, parents, families, or guardians attending the school.

POLICY

Responsibilities

Preventing expressions of racism in the school environment, and challenging attitudes that allow them to emerge, is the shared responsibility of all school staff.

Principals and senior school staff have a responsibility to:

- Promote a culture of respect and non-discrimination across the school community.
- Review and monitor school policies, procedures and practices to ensure they embed inclusion and respect for diversity, and do not promote or perpetuate racial discrimination.
- Provide employees with opportunities to participate in continuous professional development regarding culturally responsive practice.
- Identify opportunities and develop a strategy for the inclusion of education regarding racism and discrimination for students.
- Respond to all incidents, allegations, and complaints of racial discrimination in a fair, efficient, effective, and transparent manner.
- Respond to all incidents and allegations of racial discrimination in a manner that seeks shared understanding, repair, and resolution.
- Where serious incidents of racial discrimination have been substantiated, implement appropriate behaviour management processes and penalties.
- Ensure that parents, families, and guardians are aware of the school's position and policy regarding racism and discrimination.

All employees have the responsibility to:

- Monitor their own behaviour to ensure that they do not commit or enable racial discrimination.
- Complete incident reports for all incidents and allegations of racial discrimination so that matters can be appropriately investigated and addressed.
- Support students to develop an understanding of racial discrimination, and their rights and responsibilities under this policy.
- Role model respectful behaviour to students.
- Participate in continuous professional development regarding culturally responsive practice.

Students have the responsibility to:

- Understand their rights and responsibilities under the school's policy regarding racism and discrimination.
- Monitor their own behaviour to ensure that they do not perpetrate or perpetuate racial discrimination.
- Seek support from school staff when they are aware of an incident of racism.

Parents, guardians and families have the responsibility to:

- Understand their rights and responsibilities under the school's policy regarding racism and discrimination.
- Monitor their own behaviour to ensure that they do not perpetrate or perpetuate racial discrimination.
- Role model respectful behaviour to students.
- Notify school regarding any concerns regarding incidents, events or allegations of racial discrimination.
- Participate appropriately, when necessary, in the school's procedures regarding racism.

Delegations

The school commits to monitor and enact policy to address racism through:

- a) Formation of a committee/ interest group/ working group.
- b) Implementation of a regular agenda item in whole of school meeting, and/or
- c) Nomination of representative person or persons from the school leadership team, who will be responsible for the following:
 - Dedicated and consistent review of policy and procedures to ensure compliance.
 - Provision of advice to senior school staff regarding implementation of the policy and any issues that may arise.
 - Develop strategies to include feedback from all members of the school community regarding the implementation of the policy.
 - Ensure adequate response to complaints, feedback and reports regarding racism and discrimination.
 - Demonstrate leadership and innovation in terms of good practice in the area of non-discriminatory practice.
 - Identify opportunities, and develop a strategy, for the inclusion of education regarding racism and discrimination for students.
 - Monitor incident reports in relation to events or allegations of racism to identify potential themes, risk areas and solutions. Incorporate student voice and action through student leadership channels, or the development of a dedicated student committee for the purpose of providing feedback and student-led initiatives to address racism and promote inclusion and belonging in the school community.

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 processes
- Discussed at staff briefings/meetings as required
- Discussed at parent information sessions
- Included as annual reference in school newsletter
- Discussed at student forums/through communication tools
- Made available in hard copy from the General Office upon request.

Further information and resources

This policy should be read in conjunction with the following school policies:

- Related Policies:
 - Statement of Values and School Philosophy
 - Student Wellbeing and Engagement Policy
 - Complaints policy
 - Inclusion and Diversity Policy
- the Department's Policy and Advisory Library (PAL):
 - [Bullying Prevention and Response](#)
 - [Cybersafety and Responsible Use of Digital Technologies](#)
 - [Equal Opportunity and Human Rights - Students](#)
 - [LGBTIQ Student Support Policy](#)
- The following websites and resources provide useful information on prevention and responding to bullying, as well as supporting students who have been the target of bullying behaviours:
 - [Bully Stoppers](#)
 - [Kids Helpline](#)
 - [ReachOut Australia](#)
 - [Lifeline](#)
 - [Bullying. No way!](#)
 - [Student Wellbeing Hub](#)
 - [eSafety Commissioner](#)
 - [Australian Student Wellbeing Framework](#)

Evaluation

This policy will be reviewed every 2 years, or earlier as required following an incident or analysis of new research or school data relating to bullying, to ensure that the policy remains up to date, practical and effective.

Data to inform this review will be collected through:

- Discussion and consultation with students and parent/carers
- Regular student surveys
- Regular staff surveys
- Assessment of other school-based data, including the number of reported incidents of bullying in each year group and the effectiveness of the responses implemented
- Attitudes to School Survey
- Parent Opinion Survey

Proposed amendments to this policy will be discussed with student representative groups, parents groups, or school council.



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