



*“Working Together for a Better Future”*

## ANTI RACISM & PREVENTION POLICY

Wallan Primary School actively promotes the safety and wellbeing of all students. All staff are committed to protecting students from abuse or harm in the school environment in accordance with their legal obligations including Child Safe Standards.

### PURPOSE

Wallan Primary School is committed to fostering an inclusive, respectful, and culturally diverse environment where racism is unacceptable. This policy serves to reinforce the school’s stance on racism and outlines the steps to prevent, address, and educate against racial discrimination and harassment. By distinguishing racism from other forms of bullying, this policy highlights our commitment to addressing the specific impacts of racism on individual identity, cultural heritage, and community wellbeing.

### SCOPE

This policy applies to:

- all Wallan Primary School students, staff, and visitors and extends to online behaviour. It encompasses all forms of racial discrimination, harassment, stereotyping, and microaggressions, ensuring that racism in any form is addressed proactively and consistently. This policy also supports existing policies on bullying and behaviour management, strengthening the school’s approach to creating a safe, respectful, and welcoming environment for all.

### POLICY

#### Definitions and Understanding of Racism

Wallan Primary School recognises racism as a specific form of bullying and harassment that targets an individual’s race, ethnicity, or cultural background. Clear definitions ensure a shared understanding and a consistent approach to prevention and response:

- **Racism** - The misuse of power through words or actions that discriminate against, exclude, or demean individuals based on race, ethnicity, or cultural background. This includes both overt actions, such as racial slurs, and covert actions, such as exclusion based on racial identity.
- **Racial Bullying** - A specific type of bullying involving repeated behaviours targeting a person’s race or ethnicity. This can include verbal attacks, social exclusion, spreading

harmful stereotypes, or online harassment that marginalises the individual based on racial or cultural identity.

- **Racial Discrimination** - Treating someone unfairly or less favourably because of their race, ethnicity, or cultural background. Discrimination includes intentional and unintentional actions that impact a student's access to opportunities and well-being.
- **Harassment** - Any verbal, physical, or social behaviour that targets an individual's race or ethnicity, creating a hostile or intimidating environment. Racial harassment includes sustained unwelcome comments or actions about cultural appearance, language, or customs.
- **Stereotyping** - Applying fixed or simplistic traits to individuals based on racial or ethnic assumptions. Stereotyping fosters prejudice and can lead to exclusion, marginalisation, and biased treatment.

This alignment with the Bullying Prevention Policy ensures that all forms of racial bullying and discrimination are addressed with the same structured response, fostering an inclusive, respectful environment at Wallan Primary School.

### **Racism Prevention and Education**

Wallan Primary School is committed to proactively preventing racism by fostering an understanding of diversity, respect, and cultural inclusion throughout the school community. Preventative measures include integrating anti-racism education into the curriculum, school-wide programs, and student-led initiatives:

- Anti-racism education is embedded across subjects to promote an understanding of cultural diversity, empathy, and respect. Topics such as the impact of racism and Australia's multicultural makeup are explored to build a culturally aware community.
- The school promotes anti-racism awareness through cultural awareness days, staff training on bullying and cultural understanding and sensitivity, and school-wide discussions on the value of respect. These activities reinforce the importance of mutual respect and understanding.

Through these proactive measures, Wallan Primary School works to create a safe, respectful, and inclusive environment that actively addresses and prevents racism.

### **Incident Response**

Wallan Primary School is dedicated to responding promptly and effectively to incidents of racism. All reports of racism are taken seriously and handled with the same procedures outlined in the Bullying Prevention Policy, ensuring consistency and accountability.

- Students, staff, and parents are encouraged to report any incidents of racism through designated channels, such as trusted staff members, especially their classroom teacher or an Executive Team Member. Reporting options are designed to be safe, confidential, and accessible.
- Racism-related incidents are investigated promptly, following the procedures used for bullying investigations. This includes documenting allegations on Compass, gathering statements, and conducting a thorough assessment to determine appropriate actions. This

incident response structure ensures that racism is addressed with the same rigour and seriousness as other forms of bullying, reinforcing Wallan Primary School's commitment to a safe and inclusive school environment.

- Identified racist incidents may be issued with consequences consistent with our Student Engagement and Wellbeing policy, which may include suspension.

### **Communication and Community Engagement**

The Anti-Racism and Prevention Policy is accessible to all members of the Wallan Primary School community. It is available on the school website and can be provided in alternative formats upon request. The school communicates key aspects of this policy to students, staff, and families through orientations, newsletters, and staff meetings.

## **POLICY REVIEW AND APPROVAL**

<b>Policy last reviewed</b>	<b>January 2025</b>
<b>Consultation</b>	<b>School staff, School Council</b>
<b>Approved by</b>	<b>Principal and School Council</b>
<b>Next scheduled review date</b>	<b>January 2027</b>