



Racism Prevention and Response Policy



Help for non-English speakers

If you need help to understand this policy, please contact any of the Assistant Principals at Bacchus Marsh Primary School

PURPOSE

Bacchus Marsh Primary School is committed to creating a culturally safe, inclusive and respectful learning environment where racism is not tolerated.

This policy outlines our approach to preventing and responding to racism in line with the Department of Education's guidance and legal obligations.

Racism undermines the safety and dignity of students and staff, particularly Aboriginal and Torres Strait Islander peoples and individuals from diverse cultural and linguistic backgrounds.

This policy seeks to create a safe and culturally inclusive school where everyone's identity is respected and valued, and all individuals can thrive academically, emotionally and socially.

This policy aims to:

- define racism and explain its impact on students and school culture
- affirm that racism in any form will not be tolerated at Bacchus Marsh Primary School
- outline prevention and intervention strategies to eliminate racism
- support affected students and staff through culturally safe practices
- guide staff and students in how to report and respond to racism. This includes online spaces, social media and out-of-school interactions if they have an impact on student safety or wellbeing
- ensure compliance with Child Safe Standards and relevant laws.

All school community members are expected to uphold the values of respect, inclusion and equity both on and off school grounds.

SCOPE

Under the Child Safe Standards, all schools must create culturally safe environments where students' diverse identities and experiences are respected.

Racism is a breach of these standards and has lasting effects on students' mental health, learning outcomes and overall wellbeing.

This policy applies to all school activities, including camps, excursions and online interactions, and to all members of the school community – students, staff, parents, volunteers and visitors. It includes incidents that occur outside of school hours where student wellbeing may be affected.



DEFINITION

Racism is any act or practice that marginalises or discriminates against individuals based on their race, ethnicity, culture or religion.

It can be interpersonal (e.g., verbal abuse), institutional (e.g., policies that disadvantage certain groups), or systemic (e.g., cultural bias in structures).

Racism may include:

- Racial slurs or name-calling
- Negative stereotyping or profiling
- Exclusion based on racial or cultural background
- Racist jokes, symbols, memes or graffiti
- Discriminatory disciplinary practices or policies

Racism can be overt or covert, intentional or unintentional, and may occur in person or online.

POLICY

PREVENTION STRATEGIES

- Participate in the Respectful Relationships and multicultural education programs
- Encourage all staff to complete the Anti-Racism eLearning Course
- Promote cultural safety and awareness in all classrooms
- Celebrate cultural diversity and acknowledge important cultural events such as Harmony Day
- Integrate Aboriginal and Torres Strait Islander perspectives into the curriculum
- Use student survey data to track and address racism over time
- Embed inclusive practices and uphold the Child Safe Standards

Bacchus Marsh Primary School's prevention approach aligns with the Department's guidance and includes proactive education, staff training, student empowerment, and community partnership.

REPORTING AND RESPONDING TO RACISM

All reports of racism will be taken seriously and handled confidentially and respectfully.

Students, staff or parents may report racism to:

- Any trusted staff member
- Principal class staff
- Report Racism Hotline (1800 722 476)
- eduSafe Plus system



RESPONSE PROCESS

Confidentiality and cultural sensitivity will be prioritised in all investigations. Responses will be tailored to the age, context and needs of the students involved.

Incidents will be investigated promptly by a school leader. Outcomes may include:

- Restorative conversations or mediation
- Student Support Group meetings
- Behaviour Support Plans or Safety Plans
- Support from the Wellbeing Team
- Proportionate disciplinary action

STAFF RESPONSIBILITIES

- Promote inclusive, culturally safe learning environments
- Model anti-racist behaviour and language
- Encourage and support students to report racism
- Complete the Anti-Racism eLearning course and embed learning into practice

EVALUATION

This evaluation may also include qualitative feedback from students and families, reviews of curriculum inclusivity, and observations from staff and wellbeing teams.

Updates to this policy will be communicated to the whole school community through newsletters, briefings and the school website.

This policy will be reviewed every 2 years, or earlier if required. Reviews will draw on incident data, student feedback and survey results (e.g. Attitudes to School Survey) to assess the effectiveness of prevention and response strategies.

RESOURCES AND SUPPORT

- Anti-Racism eLearning Course – register with school email
- Department of Education Report Racism Hotline: 1800 722 476
- eduSafe Plus Incident Reporting
- Koorie Education Support Officers and regional supports
- Human Rights Commission: elearning@humanrights.gov.au
- DET Multicultural Education: multicultural.education@education.vic.gov.au

Legal responsibilities include:

- Child Safe Standard 1 – ensuring culturally safe environments for Koorie children
- Equal Opportunity Act 2010
- Racial and Religious Tolerance Act 2001
- Education and Training Reform Act 2006 (Vic)



We also:

- Promote student leadership in anti-racism initiatives and campaigns
- Provide regular cultural awareness PD sessions for staff
- Display visible anti-racism messages and resources around the school
- Encourage feedback and consultation with students and families from diverse backgrounds

Additional investigation steps may include:

- Documenting the incident on eduSafe Plus
- Consulting Koorie Education Support Officers for cultural guidance
- Engaging interpreters if needed for accurate communication with families
- Escalating systemic issues to DET regional offices for additional support

COMMUNICATION

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

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

MORE INFORMATION AND RESOURCES

- The Department's Policy and Advisory Library (PAL): [Attendance](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	School Council November 2025
Consultation	School Council November 2025 School Community via Compass, Newsletter and School Website
Approved by	Principal, November, 2025
Next scheduled review date	November 2027