



# Bruthen Primary School

*"Learning for Life"*

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## Racism Policy

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### HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Bruthen Primary School on 03 5157 5445 or [bruthen.ps@education.vic.gov.au](mailto:bruthen.ps@education.vic.gov.au).

### PURPOSE

TO STRENGTHEN CULTURE AND PRACTICE TO PREVENT AND ADDRESS RACISM, RELIGIOUS INTOLERANCE AND RACIAL AND RELIGIOUS VILIFICATION AT BRUTHEN PRIMARY SCHOOL.

### SCOPE

The scope of this policy is primarily focused on the obligations of Bruthen Primary School to provide culturally safe learning environments for their students. For staff who have experienced racism, refer to the [Equal Opportunity – Employees policy](#).

In line with [Child Safe Standard 1](#) and [Child Safe Standard 5](#), Bruthen Primary School will actively prevent and respond to racism, and report incidents to the department. This policy covers 3 key actions:

- preventing racism: Bruthen Primary School must maintain culturally safe and inclusive environments
- responding to racism: Bruthen Primary school must have clear, timely, safe and inclusive processes to respond to incidents of racism
- reporting racism: Bruthen Primary School must report incidents of racism in eduSafe Plus, as per the [Managing and Reporting School Incidents \(Including Emergencies\) policy](#).

Bruthen Primary School will publish this policy on their website, alongside advice on how to report incidents of racism to the school and through the Report Racism hotline.

## POLICY

*Racism is not tolerated in Victorian government schools. **Bruthen Primary School acknowledges that racism has significant detrimental impacts on mental health, learning and engagement, and contributes to disadvantage and isolation of young people.***

To comply with [Child Safe Standard 1](#), as well as to support [Marrung](#) and the findings of the [Strengthening Aboriginal Self-Determination in Education report \(PDF\)](#), Bruthen Primary School will establish a culturally safe environment, free from racism, for First Nations students, families, carers and communities.

### ***Creating a culturally safe and inclusive environment***

[Child Safe Standard 1](#) requires Bruthen Primary School to:

- provide a culturally safe, nurturing and inclusive environment for First Nations children and young people, where the 3 elements of cultural safety are implemented:
  - understanding identity
  - respecting culture
  - eliminating racism and abuse
- adopt measures to ensure racism is identified, confronted and not tolerated
- develop and implement supportive and culturally safe processes for addressing racism.

Bruthen Primary School will be culturally safe for current and prospective First Nations students, families, carers and communities.

[Child Safe Standard 5](#) requires Bruthen Primary School to:

- create environments where all children and young people feel welcome, their diversity is valued, and their needs are identified and are being met
- provide a safe, nurturing and inclusive environment for students from culturally, linguistically and religiously diverse backgrounds.

Students need to see and feel that their identity is reflected, understood and respected at Bruthen Primary School.

### ***Building staff capability to prevent and respond to racism and ensure cultural safety***

[Child Safe Standard 5](#) requires Bruthen Primary School to make sure that staff and volunteers understand the diverse circumstances of students and how to provide support to vulnerable students.

Bruthen Primary School will support this standard by providing opportunities for staff to undertake training on cultural competency, cultural safety, unconscious bias, or inclusive education practices (for example, [Community Understanding and Safety Training](#)).

### ***Promoting cultural diversity and inclusion in teaching and learning***

The Victorian Curriculum F–10 Version 2.0 will assist in strengthening understanding of cultural diversity and inclusion. [Intercultural Capability](#) and other cross-curriculum priorities, including [Aboriginal and Torres Strait Islander Histories and Cultures](#) and [Asia and Australia's Engagement with Asia](#), will be taught at Bruthen Primary School.

## Responding to racism

The [Managing and Reporting School Incidents \(Including Emergencies\) policy](#) requires Bruthen Primary School to manage and respond to all reported incidents of racism that occur in school. Bruthen Primary School may be required to offer support and implement safety measures for students affected by racism incidents occurring outside of school, if those incidents are impacting students at school.

To implement timely, proportionate, safe, and inclusive responses, Bruthen Primary School will:

- reassure the student (or parent) that the school believes their report and that it will be taken seriously
- consider the impact on the student, which may be different than the intent of the student who engaged in racism
- identify family or community members that the student trusts and who may be able to support the response process. This is particularly important for First Nations students to promote self-determination
- use educative and restorative approaches with the aim of restoring the relationships between the students, families, carers, staff and communities involved
- ensure affected students and their families or carers are informed of the school response, in line with privacy requirements.

## Reporting racism

*Reporting racist incidents in eduSafe Plus or to the Incident Support and Operations Centre*

Under the [Managing and Reporting School Incidents \(Including Emergencies\) policy](#) Bruthen Primary School will report incidents of racism, religious intolerance, and racial and religious vilification in eduSafe Plus, or by calling the Incident Support and Operations Centre (ISOC) on [1800 126 126](#).

Regional and central staff will support schools as required, following an eduSafe Plus report depending on the nature and severity of the incident.

Bruthen Primary School will ensure that everyone involved in the incident is informed of the school's response to the incident, while maintaining privacy requirements.

## COMMUNICATION

Bruthen Primary School will communicate this policy within their school community and encourage students, families and carers to report incidents of racism by placing a link to it on their website including:

- advice on what to do if racism has been experienced or witnessed at school including how to report incidents of racism to school
- how to report incidents of racism via the Report Racism Hotline.

Bruthen Primary School will also consider the needs of their school community in communicating this policy to ensure it is accessible and understood. This may include translations and providing opportunities for open conversations about the policy and its implementation.

Bruthen Primary School will attest to their compliance with Child Safe Standards as part of their Annual Report to the School Community. Bruthen Primary School may also use their Annual Report and school newsletter to the School Community to share steps they are taking to improve cultural safety and prevent racism.

## FURTHER INFORMATION AND RESOURCES

- Behaviour – Students
- Bullying Prevention and Response
- Child Safe Standards
- Complaint Resolution
- Duty of Care
- EAL Support and Funding
- Equal Opportunity – Employees
- Equal Opportunity and Human Rights – Students
- Holocaust Education – Delivery Requirements
- Interpreting and Translation Services
- Koorie Education
- Managing Conduct and Unsatisfactory Performance in the Teaching Service
- Managing and Reporting School Incidents (Including Emergencies)
- Mental Health in Schools
- Mental Health Fund and Menu
- Respectful behaviours within the school community
- Respectful Workplaces
- School Community Safety Orders
- Student Engagement
- Teaching and Learning Resources – Selecting Appropriate Materials

### 1. Relevant legislation

- Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Child Wellbeing and Safety Act 2005 (Vic)
- Equal Opportunity Act 2010 (Vic)
- Racial and Religious Tolerance Act 2001 (Vic)
- Racial Discrimination Act 1975 (Cth)

### 2. Contacts

To report racism, students, families and carers can contact their school or:

- Report Racism hotline
- Victorian Aboriginal Education Association (VAEAI)
- Victorian Equal Opportunity and Human Rights Commission
- Australian Human Rights Commission

For additional support following an incident of racism:

- First Nations students, staff or families can contact Victorian Aboriginal Education Association (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.

## POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2025
Approved by	Principal
Next scheduled review date	Before June 2029 ( 4 year cycle)