

ANTI-RACISM POLICY

* Braybrook College's Anti-racism Implementation Guide is to be used in conjunction with this policy



Help for non-English speakers

If you need help to understand the information in this policy, please contact Braybrook College on 9312 2900 or braybrook.sc@education.vic.gov.au.

PURPOSE

To provide a safe environment (physically, psychologically, emotionally, and culturally) in which all students from all backgrounds have the best opportunity to learn and achieve.

SCOPE

This policy applies to every person attending our school, including:

- students
- parent/carer(s) and families
- school employees – paid, voluntary, and sub-contractors, as well as all participants and visitors.

DEFINITIONS

Racism: any act where a person is treated unfavourably because of their race, nationality, colour, descent, or ethnic origin. Racism includes:

- name calling
- stereotyping
- vilification
- abuse and violence.

Racism can involve direct and indirect discrimination resulting in exclusion from services, employment, education, and opportunities, and can occur systemically as a result of policies, conditions, and practices affecting people of minority backgrounds.

Direct discrimination: treating or proposing to treat someone unfavourably because of that person's protected attribute.

Indirect discrimination: imposing or proposing to impose an unreasonable requirement, condition, or practice that has or is likely to disadvantage a person or group of people with a protected attribute.

Harassment: includes any unwanted behaviour (physical, verbal, or suggested) that makes a person feel uncomfortable, humiliated, offended, or intimidated.

Vilification: conduct that incites hatred towards or revulsion or the severe ridicule of a person or group of people based on their race or religion.

Victimisation: subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) have made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

POLICY

Racism is defined as any act where a person is treated unfavourably because of their race, nationality, colour, descent, or ethnic origin. Racism includes name-calling, stereotyping, vilification, abuse, and violence. Racism can involve direct and indirect exclusion from services, employment, education, and opportunities, and can occur systemically as a result of policies, conditions, and practices affecting people of minority backgrounds.

No student, employee, parent/carer, family, or community member should experience racism within the school environment. Braybrook College values and celebrates the diversity of backgrounds and cultures in our college community. We are dedicated to making sure every member of our community, regardless of their background or personal attributes, is treated with respect and dignity.

Our school is committed to ensuring all students from all backgrounds feel safe and connected at school and can achieve their best. We strive to provide a safe, inclusive, and supportive environment that values the human rights of all students and staff.

Our college takes our obligations under human rights and anti-discrimination laws seriously. Bullying, discrimination, harassment, vilification, and any other form of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Braybrook College. Students who witness or experience this behaviour are encouraged to speak up and let a member of staff know to ensure that they can be addressed.

Implementation

Braybrook College will:

- actively nurture and promote a culture of respect across the school community that is free from discrimination
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities
- acknowledge and respond to the diverse needs, identities, and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudice and racist attitudes, beliefs, and behaviours
- provide education on racism and discrimination to all students
- provide professional development opportunities for staff on culturally-responsive practice
- respond to complaints and allegations of racism appropriately and ensure that students are not victimised
- provide training to staff to recognise, respond and manage an incident of racism in a school environment, that seeks a shared understanding, repair, and resolution
- implement appropriate behaviour management processes and consequences in response to serious incidents of racism.

At Braybrook College, **all staff** share the responsibility to prevent expressions of racism in the school environment and challenge attitudes and beliefs that are the cause of racism.

Staff have the responsibility to:

- ensure they do not enable or commit racist behaviour
- complete an incident report for all incidents and allegations of racism so that matters can be appropriately investigated and addressed
- support students to develop their understanding of racism and their rights and responsibilities under this policy
- role model respectful behaviour to students
- participate in continuous professional development in culturally responsive practice.

COMMUNICATION

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

- Included in staff induction processes and staff training
- Available publicly on our school's website
- Available on Compass (in School Documentation Folder)
- Discussed at staff meetings as required
- Hard copy available from General Office upon request

RELATED POLICIES AND RESOURCES

- Anti-Racism Implementation Guidelines
- Statement of Values and School Philosophy Policy
- Student Wellbeing and Engagement Policy
- Bullying and Harassment Prevention Policy

Other relevant Department policies and resources on the Department's Policy and Advisory Library are:

- [Equal Opportunity and Human Rights - Students](#)
- [Koorie Education](#)
- [Teaching Aboriginal and Torres Strait Islander Culture](#)
- [Safe Schools](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	23 rd April 2025 (To be reviewed every 4 years)
Consultation	Diversity, Equity and Inclusion Steering Committee - December 2024
Approved by	Principal
Next scheduled review date	Before April 2029