



PREVENTING & ADDRESSING RACISM POLICY

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Authorised by: **Principal**

Consultation: **School Community**

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Help for non-English speakers

If you need help to understand the information in this policy, please contact Horsham College on 5381 7100, or email horsham.co@education.vic.gov.au

PURPOSE:

The purpose of this policy is to strengthen our culture and practice to prevent and address racism, religious intolerance, and racial and religious vilification. This policy supports compliance with Victoria's [Child Safe Standards](#).

SCOPE:

The scope of this policy is primarily focused on the obligations of Horsham College to provide a culturally safe learning environment for its students. For staff who have experienced racism, refer to the [Equal Opportunity – Employees policy](#).

This policy covers 3 key actions:

- preventing racism by maintaining a culturally safe and inclusive environment
- responding to incidents of racism with clear, timely, safe, and inclusive processes
- reporting incidents of racism in eduSafe Plus, as per the [Managing and Reporting School Incidents \(Including Emergencies\) policy](#).

Students who experience higher levels of racism or religious intolerance

Data shows that First Nations students, students from African and Pasifika backgrounds and students from refugee backgrounds experience racism at higher rates than their peers. Students of faith, including Jewish and Muslim students, can experience religious intolerance such as antisemitism and Islamophobia.

POLICY:

Preventing racism

Creating a culturally safe and inclusive environment

[Child Safe Standard 1](#) requires schools 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.

Schools must be culturally safe for current and prospective First Nations students, families, carers, and communities.

[Child Safe Standard 5](#) requires schools 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 in their school.

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

[Child Safe Standard 5](#) requires schools to ensure staff and volunteers understand the diverse circumstances of students and how to provide support to vulnerable students.

Horsham College supports this standard by providing opportunities for staff to undertake training on cultural competency, cultural safety, unconscious bias, and inclusive education practices (for example, [Community Understanding and Safety Training](#) and the [Anti-Racism eLearning Course](#).)

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](#), must be taught in all Victorian government schools. [Holocaust Education](#), part of the [History curriculum](#), must also be taught in all Victorian government secondary schools.

Under the [Teaching and Learning Resources – Selecting Appropriate Materials policy](#), schools must avoid using culturally insensitive imagery.

Horsham College will identify and address unconscious bias in images or language and try to ensure that teaching and learning materials and resources reflect the diversity of their school community.

Responding to racism

The [Managing and Reporting School Incidents \(Including Emergencies\) policy](#) requires schools to manage and respond to all reported incidents of racism that occur in school. Horsham College 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, Horsham College 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](#) schools must 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.

We encourage students, families, and carers to report incidents of racism. To report racism, students, families, and carers can contact their school on 03 5381 7100 or by email horsham.co@education.vic.gov.au 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](#).

Horsham College will ensure that everyone involved in an incident is informed of the school's response to the incident, while maintaining privacy requirements.

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 \(Cth\)](#)

COMMUNICATION:

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

- available publicly on school website
- included in staff induction processes
- included in student diaries so that it is easily accessible to parents, carers, and students
- annual reference in school newsletter
- hard copy available from school administration upon request

REVIEW CYCLE:

This policy will be reviewed in accordance with the Policy Review Schedule