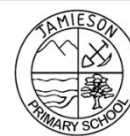


JAMIESON PRIMARY SCHOOL
ANTI-RACISM POLICY



Reviewed by: Principal	Approved by: Principal	Last review date: 07/2025
Consultation:		Next review date: 03/2026

1. Purpose and Rationale

Racism includes any verbal or written comment that is derogatory or offensive in relation to a person's background or heritage. Comments may be based on colour, personal appearance, language, accent etc.

The school's Anti-Racism policy is part of a series of policies which are linked to the Child Safe Policy.

Jamieson Primary School is committed to ensuring students from all backgrounds feel safe and connected at school and can achieve their best. The school is dedicated to making sure every member of our community, regardless of their background or personal attributes, is treated with respect and dignity. Jamieson Primary School strives to provide a safe, inclusive and supportive environment which values the human rights of all students and staff. We ensure that all students with special needs experience their learning on the same basis as other students.

We value the contribution of all students, creating a dynamic educational experience for students to THRIVE and feel safe

For staff, this policy should be read alongside the Department of Education and Training's Respectful Workplaces policies (including Equal Opportunity and Anti-Discrimination, Sexual Harassment and Workplace Bullying) as these whole of Department policies apply to all staff at Jamieson Primary School.

2. Policy

Jamieson Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community, and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Jamieson Primary School we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Jamieson Primary School. We will take appropriate measures, consistent with our

Student Wellbeing and Engagement and Bullying policies to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this inappropriate behaviour are encouraged to speak up and to let staff, parents or carers know about those behaviours to ensure that these actions can be addressed.

a. Implementation

i. Inclusion and Diversity

Jamieson Primary School will:

- actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, camps, uniform, on the same basis as their peers)
- acknowledge and respond to the diverse needs, identities and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students
- respond to complaints and allegations appropriately and ensure that students are not victimised
- train a team of staff who are able to lead best practice in response to incidents of racism
- train all Jamieson Primary School staff to recognise, respond and manage a racist incident in a school environment.

ii. Definitions

Racism: Includes any verbal or written comment that is derogatory or offensive in relation to a person's background or heritage. Comments may be based on colour, personal appearance, language, accent etc.

Personal attribute: a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity,

expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

Direct discrimination: unfavourable treatment because of a person's protected attribute.

Indirect discrimination: imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

Sexual harassment: unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

Disability harassment: humiliating comments or actions about a person's disability.

Vilification: conduct that incites hatred towards or revulsion or 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 based on a protected attribute (or asserted their rights under relevant policies or law).

b. Related Policies

Child Safe Codes of Conduct and Behavioural Expectations

Student Wellbeing and Engagement

Bullying Prevention

Inclusion and Diversity

c. Supporting Documentation

<https://education.nsw.gov.au/teaching-and-learning/curriculum/multicultural-education/anti-racism-education/anti-racism-policy>

<https://portlandsc.vic.edu.au/wp-content/uploads/2019/03/Racism-Policy.pdf>

<https://education.nsw.gov.au/policy-library/policies/pd-2005-0235>

<https://www.education.vic.gov.au/about/programs/bullystoppers/Pages/racistbullying.aspx>

<https://www.education.vic.gov.au/Documents/school/principals/spag/participation/inclusivee dpolicyeasy.pdf>

<http://unesdoc.unesco.org/images/0018/001868/186807e.pdf>

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school.