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LALOR SECONDARY COLLEGE

Anti-Racism Policy

2025-2027

AIM

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

Ratified by School Council: July 2025
Review date: July 2027



Help for non-English speakers

If you need help to understand the information in this policy, please contact the general office on 9463 7300.

PURPOSE

Lalor Secondary College is committed to providing a safe and respectful learning environment where Racism will not be tolerated.

Our school is committed to the elimination of all forms of racism and discrimination at Lalor Secondary College. No student, employee, family, carer or community member should experience racism within the school environment.

The Victorian Equal Opportunity and Equal Rights Commission identifies racial discrimination as: “any act where a person is treated unfavourably because of their race, nationality, colour, descent or ethnic origin”. It includes:

- The degrees and forms it can take from name calling and stereotyping, to vilification, abuse and violence.
- The fact that it can involve direct and indirect exclusion from services, employment, education and opportunities.
- That it occurs systemically as a result of policies, conditions and practices affecting a broad group of people.

This policy is underpinned by legislation including the Victorian Equal Opportunity Act 2010, the Victorian Racial and Religious Tolerance Act 2001, and the Commonwealth Racial Discrimination Act 1975, as well as the Victorian Government’s Multicultural Policy Statement and the United Nations Convention on the Rights of the Child.

SCOPE

This policy addresses how Lalor Secondary College aims to prevent, address and respond to behaviour defined as racist.

This policy applies to all Victorian government school staff, external practitioners, contractors and volunteers working with students.

This policy applies to all students, parents, families, or carers attending the school.

Lalor Secondary College recognises that there are many other types of inappropriate student behaviours that do not meet the definition of Racism which are also unacceptable at our school. These other inappropriate behaviours will be managed in accordance with our Student Code of Behaviour - <https://www.lalorsc.vic.edu.au/wp-content/uploads/2022/02/StudentCodeofBehaviour.2021-2022-1.pdf>

This policy applies to all school activities, including camps and excursions. It also applies to Racist behaviour between students that occurs outside of school hours, where the behaviour impacts on student wellbeing and safety at school.

POLICY

First Nations students

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), all government schools must establish a culturally safe environment, free from racism, for First Nations students, families, carers and communities.

Racism experienced by First Nations students, families, carers and communities comes in a range of forms, including (but not limited to), denial of self-determination, unconscious bias, stereotyping, and derogatory language, leading to lower expectations and reduced opportunities for First Nations students. Racism is often exacerbated by cultural bias and lack of understanding about the ongoing impacts of colonisation and injustices such as the forced removal of First Nations children from their families (known as the Stolen Generations), and this can perpetuate exclusion and culturally unsafe practices in schools.

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.

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:
 - a) understanding identity
 - b) respecting culture
 - c) 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 make sure that staff and volunteers understand the diverse circumstances of students and how to provide support to vulnerable students.

Schools can 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, 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. Schools should also find ways to 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.

Responsibilities

Preventing expressions of racism in the school environment, and challenging attitudes that allow them to emerge, is the shared responsibility of all school staff.

Principals and senior school staff have a responsibility to:

- Promote a culture of respect and non-discrimination across the school community.
- Review and monitor school policies, procedures and practices to ensure they embed inclusion and respect for diversity, and do not promote or perpetuate racial discrimination.
- Provide employees with opportunities to participate in continuous professional development regarding culturally-responsive practice.
- Identify opportunities and develop a strategy for the inclusion of education regarding racism and discrimination for students.
- Respond to all incidents, allegations and complaints of racial discrimination in a fair, efficient, effective, and transparent manner.
- Respond to all incidents and allegations of racial discrimination in a manner that seeks shared understanding, repair and resolution.¹
- Where serious incidents of racial discrimination have been substantiated, implement appropriate behaviour management processes and penalties.¹
- Ensure that parents, families and guardians are aware of the school's position and policy regarding racism and discrimination. • 4.3

All employees have the responsibility to:

- Monitor their own behaviour to ensure that they do not commit or enable racial discrimination.
- Complete incident reports for all incidents and allegations of racial discrimination so that matters can be appropriately investigated and addressed.

- Support students to develop an understanding of racial discrimination, and their rights and responsibilities under this policy.
- Role model respectful behaviour to students.
- Participate in continuous professional development regarding culturally responsive practice.

Students have the responsibility to:

- Understand their rights and responsibilities under the school's policy regarding racism and discrimination.
- Monitor their own behaviour to ensure that they do not perpetrate or perpetuate racial discrimination.
- Seek support from school staff when they are aware of an incident of racism. •

Parents, guardians and families have the responsibility to:

- Understand their rights and responsibilities under the school's policy regarding racism and discrimination.
- Monitor their own behaviour to ensure that they do not perpetrate or perpetuate racial discrimination.
- Role model respectful behaviour to students.
- Notify school regarding any concerns regarding incidents, events or allegations of racial discrimination.
- Participate appropriately, when necessary, in the school's procedures regarding racism.

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. Schools 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, schools should:

- 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.

All incidents of Racism will be managed in line with the schools Code of Behaviour found on the schools website. Racism is a Level 3 incident that requires immediate intervention and action - <https://lalorsc.vic.edu.au/wp-content/uploads/2024/07/StudentCodeofBehaviour.2024-2026.pdf>

Reporting to EduSafe -

Incident Response – College Processes

Students who may be experiencing Racism, or students who have witnessed racist behaviour, are encouraged to report their concerns to school staff or another trusted adult as soon as possible.

Our ability to effectively reduce and eliminate racist behaviour is greatly affected by students and/or parents and carers reporting concerning behaviour as soon as possible, so that the responses implemented by Lalor Secondary College are timely and appropriate in the circumstances.

We encourage students to speak to their classroom teachers or student managers. However, students are welcome to discuss their concerns with any trusted member of staff including the Wellbeing team, Sub-School Leaders, Assistant Principals or Principal.

Parents or carers who develop concerns that their child is involved in or has witnessed Racism behaviour at Lalor Secondary College should contact the general office on 9463 7300.

Investigations

When notified of alleged racist behaviour, school staff are required to:

1. record the details of the allegations in Compass and
2. inform the relevant student management team

The student management team is responsible for investigating allegations of Racism in a timely and sensitive manner. To appropriately investigate an allegation of Racism, the student management team may:

- speak to the those involved in the allegations, including the target/s, the students allegedly engaging in Racist behaviour/s and any witnesses to the incidents
- speak to the parents/carers of the students involved
- speak to the teachers of the students involved
- take detailed notes of all discussions for future reference
- obtain written statements from all or any of the above.

All communications with the student management team in the course of investigating an allegation of Racism will be managed sensitively. Investigations will be completed as quickly as possible to allow for the behaviours to be addressed in a timely manner.

The objective of completing a thorough investigation into the circumstances of alleged Racism is to determine the nature of the conduct and the students involved. A thorough understanding of the alleged Racism will inform staff about how to most effectively implement an appropriate response to that behaviour.

Serious Racism, including serious cyberbullying, is a criminal offence and may be referred to Victoria Police.

Responses to Racism

When Lalor Secondary College has sufficient information to understand the circumstances of the alleged Racism and the students involved, a number of strategies may be implemented to address the behaviour and support affected students in consultation with the Assistant Principal and/or Principal.

There are a number of factors that will be considered when determining the most appropriate response to Racism. When making a decision about how to respond to Racism, Lalor Secondary College will consider:

- the age and maturity and individual circumstances of the students involved
- the severity and frequency of the Racism, and the impact it has had on the target student
- whether the student/s engaging in Racist behaviour have displayed similar behaviour before
- whether the Racism took place in a group or one-to-one context
- whether the students engaging in Racist behaviour demonstrates insight or remorse for their behaviour
- the alleged motive of the behaviour, including any element of provocation.

The student management team may implement all, or some of the following responses to Racism:

- Offer wellbeing support, including referral the Student Wellbeing Team, SSS, external or external provider to:
 - the target student or students
 - the students engaging in the Racist behaviours
 - affected students, including witnesses and/or friends of the target student.
- Facilitate a restorative practice meeting with all or some of the students involved. The objective of restorative practice is to repair relationships that have been damaged by bringing about a sense of remorse and restorative action on the part of the person who has been involved in the Racist behaviours and forgiveness by the person who has been racially vilified.
- Facilitate a mediation between some or all the students involved to help to encourage students to take responsibility for their behaviour and explore underlying reasons for conflict or grievance. Mediation is only suitable if all students are involved voluntarily and demonstrate a willingness to engage in the mediation process.
- Facilitate a process using the Support Group Method, involving the target student(s), the students engaging in racist behaviour and a group of students who are likely to be supportive of the target(s).
- Facilitate a Student Support Group meeting and/or Behaviour Support Plan for affected students.
- Prepare a Safety Plan restricting contact between target and students engaging in racist behaviour.
- Provide discussion and/or mentoring for different social and emotional learning competencies of the students involved, including support from the student management team.
- Monitor the behaviour of the students involved for an appropriate time and take follow up action if necessary.
- Implement cohort, year group or whole school targeted strategies to reinforce positive behaviours, for example Year Level assemblies.
- Implement proportionate disciplinary consequences for the students engaging in Racism, which may include removal of privileges, detention, suspension and/or expulsion consistent with our Student Code of Behaviour, the Ministerial Order on Suspensions and Expulsions and any other relevant Department policy.

Lalor Secondary College understands the importance of monitoring and following up on the progress of students who have been involved in or affected by Racism. Where appropriate, school staff will also endeavour to provide parents and carers with updates on the management of incidents of Racism.

The student management teams and Assistant Principal in charge of student management are responsible for maintaining up to date records of the investigation of and responses to incidents of Racism.

COMMUNICATION

Schools must communicate this policy within their school community and encourage students, families and carers to explore the link on the LSC 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 relevant school contact
- DE – Preventing and Addressing Racism information page - [Preventing and Addressing Racism in Schools: Policy | VIC.GOV.AU | Policy and Advisory Library](#)

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

- Available publicly on our school's website
- Included in staff induction processes
- Discussed at staff briefings/meetings as required
- Discussed at parent information nights/sessions
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- Discussed at student forums/through communication tools
- Made available in hard copy from school administration upon request

FURTHER INFORMATION AND RESOURCES

This policy has limitations on the amount of information contained.

The full Victorian Department of Education Racism Policy can be found at the following link - [Preventing and Addressing Racism in Schools: Policy | VIC.GOV.AU | Policy and Advisory Library](#)

This policy should be read in conjunction with the following school policies:

- Student Code of Behaviour
- Student Wellbeing and Engagement Policy
- Parent Complaints policy
- Duty of Care Policy
- Inclusion and Diversity policy
- Anti-Bullying Policy

Our school also follows Department of Education and Training policy relating to Racism including:

- Bullying Prevention and Response
- Cybersafety and Responsible Use of Digital Technologies
- Equal Opportunity and Human Rights - Students
- Child Safe Standards

The following websites and resources provide useful information on prevention and responding to bullying, as well as supporting students who have been the target of bullying behaviours:

- Report racism or religious discrimination in schools.
- Kids Helpline
- Lifeline
- Bullying. No way!
- Student Wellbeing Hub

- Office of the eSafety Commissioner
- Australian Student Wellbeing Framework

EVALUATION

This policy will be reviewed every 3 years, or earlier as required following an incident or analysis of new research or school data relating to Racism, to ensure that the policy remains up to date, practical and effective.

Data will be collected through:

- discussion and consultation with students and parent/carers
- regular staff surveys
- assessment of other school-based data, including the number of reported incidents of Racism in each year group and the effectiveness of the responses implemented
- Attitudes to School Survey
- Parent Opinion Survey

Proposed amendments to this policy will be discussed with student representative groups, parents groups and school council.

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Consultation	School Council – July 2025
Approved by	Principal
Next scheduled review date	July 2027