



## ANTI RACISM POLICY

The Commonwealth *Racial Discrimination Act* (RDA, 1975) aims to ensure that people living in Australia can enjoy their human rights and freedoms in full equality. The RDA applies to everyone in Australia including businesses, schools, all areas of society and Government.

The Commonwealth Racial Hatred Act of 1995 extends the coverage of the Racial Discrimination Act to allow people to complain about racially offensive or abusive behaviour.

### 1.0 Rationale

We believe that:

- Racism is inconsistent with the ethos of Mother Teresa Primary. In the school situation, respect, tolerance and acceptance are essential qualities that are fostered in our students.
- The successful integration into society of people from diverse backgrounds and beliefs can be facilitated if schools engage in suitable educational and awareness raising activities.
- It is the duty of all members of the school community to ensure that all forms of racism are non-existent at Mother Teresa Primary.

### 2.0 Aims

- 2.1 Ensure that all staff members are aware of the existence of the legislation.
- 2.2 Encourage all staff to be vigilant and to deal with any incidents of racism immediately.
- 2.3 Through **Sharing Our Story**, we educate our students to be loving and accepting people, using Jesus as our role model.
- 2.4 Consult a member of the Leadership Team regarding any incidents of racism and put in place follow-up procedures to ensure that the situation has been rectified.

- 2.5 Welcome suggestions from any member of the school community as to how our students can continue to enjoy a racist free environment.

### **3.0 Implementation**

- 3.1 All staff are to be made aware of the existence of the QRD Community website and they are encouraged to make themselves familiar with it, especially the sections dealing with System and Legislative requirements
- 3.2 Students are regularly reminded of the classroom and playground code of conduct in class and at whole assemblies – Respect for, others, ourselves and the environment.
- 3.3 Remind staff at regular intervals to deal firmly and fairly with all forms of inappropriate student behaviour at the school.
- 3.4 The full support of each and every member of the leadership team is available to any staff member who is dealing with any form of racism within the school.
- 3.5 Be open to professional development opportunities when they arise.
- 3.6 Other related documents:-  
[Aboriginal Education Policy](#)  
[Anti-Bullying Policy](#)

### **4.0 Budget**

A budget is provided for the professional development of staff and acquisition of resources.

### **5.0 Evaluation**

The Principal, with delegated responsibility to Executive members, will be responsible for the planning, implementation and review of this program.