

POLICY: Racial and Religious Tolerance Policy

PROGRAM LEADER: Michelle Smith / Elaine Brady

DATE APPROVED: March 2018

RATIONALE

Parkhill Primary School is a multicultural school devoted to tolerance, inclusiveness and multiculturalism. Discrimination or vilification of others because of racial or religious intolerance is in direct opposition to the values of our school and will not be tolerated.

AIM

- to explicitly inform the school community of the behavioural expectations in relation to racial and religious tolerance
- to provide a school community and workplace free of racial or religious vilification

IMPLEMENTATION

- This policy should be read in conjunction with the Parkhill 'Religious Education' policy and the School's Code of Conduct
- Our school and community are committed to the values of tolerance, inclusiveness and diversity. As part of this commitment we do not tolerate vilification on the grounds of race or religious belief or practice
- The Racial and Religious Tolerance Act 2001 prohibits, amongst other things, practices such as racist graffiti, speeches or posters in public places, engaging in racist or religious vilification in public places, or making offensive racist comments in publications including the internet or email
- The rights and responsibilities of students regarding vilification will be set out in the school's Student Code of Conduct
- All students will be made aware of their rights and responsibilities, and complaints will be handled in a manner consistent with the Student Code of Conduct
- The rights and responsibilities of staff regarding vilification will be set out in the school's Staff Code of Practice
- All staff will be made aware of, and provided with access to information relating to the Racial and Religious Tolerance Act 2001. Complaints made against staff will be dealt with in a manner consistent with the usual Department of Education complaints processes for school-based staff
- The school curriculum will be free of racist content but will discuss and analyse instances of racism, effects of racism, advantages of multiculturalism and inclusiveness, and will assist students to further develop attitudes and skills that denounce, challenge and report racial or religious vilification
- Multiculturalism and religious diversity are celebrated in our school community, with Multicultural events and focus through Inquiry learning.

EVALUATION

This policy will be reviewed at a five year interval, or sooner on a needs basis as determined by School Council, or as dictated by changes in Department of Education requirements or Acts of Parliament.

REFERENCES

Victorian Equal Opportunity and Human Rights Committee information about the Racial and Religious Tolerance Act 200

<https://www.humanrightscommission.vic.gov.au/home/the-law/racial-and-religious-tolerance-act>