



Aboriginal Learning, Wellbeing and Safety Action Plan

PURPOSE

Saltwater P-9 College is dedicated to fostering a learning environment that is both safe and respectful, where racism is strictly prohibited.

Racism and racial discrimination are damaging, far-reaching, and can leave lasting effects. These behaviours diminish an individual's sense of belonging and contribute to increased risks of anxiety, depression, and psychological distress. Within the school setting, racism undermines attendance, wellbeing, and academic progress.

Saltwater P-9 College is committed to deepening its understanding, educating others, and celebrating the cultural and racial diversity of its students and the broader community in order to build an inclusive and secure learning atmosphere.

This policy is designed to:

- Define racism and racial discrimination, and describe their harmful effects.
- Reinforce that any form of racism or racial discrimination will not be accepted.
- Detail the strategies and programs implemented to support a positive school culture that values cultural diversity and encourages inclusive behaviour.
- Empower and encourage all members of our school community to identify signs of racism or racial discrimination, understand the importance of reporting such behaviour, and know how to do so.
- Ensure that all reported incidents are thoroughly investigated and acted upon.
- Provide appropriate support to students affected by racism — including those targeted, bystanders, witnesses, and even those exhibiting racist behaviour.
- Involve parents, carers, and peer groups in efforts to address and prevent racism, creating a safe and inclusive space for everyone to learn, work, and play.

SCOPE

This policy outlines Saltwater P-9 College's approach to preventing, addressing, and responding to racism and racial discrimination. It applies to:

- All school-related activities, including camps and excursions, as well as interactions that occur between students outside of school hours when such behaviours impact student wellbeing and safety during school time.
- Complaints or concerns involving racism or racial discrimination that relate to students, staff, volunteers, contractors, service providers, visitors, or anyone else connected to or representing the school, both in person and online.



The College acknowledges that other inappropriate student behaviours — even if they don't qualify as racism — are still unacceptable. These will be addressed under the school's Student Wellbeing and Engagement Policy, Diversity and Inclusion Policy, and Bullying Prevention Policy.

DEFINITIONS

Racial Discrimination

This refers to being treated unfairly — including being bullied — because of your race, skin colour, ancestry, nationality, or ethnic background.

The Victorian Equal Opportunity and Human Rights Commission defines racial discrimination as: “Any act where a person is treated unfavourably due to their race, nationality, colour, descent, or ethnic origin.”

Forms of racial discrimination may include:

- Name-calling, stereotyping, abuse, and violence.
- Exclusion from services, jobs, education, or opportunities.
- Systemic discrimination resulting from policies or practices that disadvantage certain groups.

Racism

Racism is the systemic creation of unequal opportunities and outcomes based on race. It is embedded in policies, actions, and attitudes.

Examples include:

- Name-calling, bullying, and offensive nicknames.
- Resentment towards support offered to students of diverse backgrounds.
- Social exclusion, taunts, or remarks such as being told to “go back home.”
- Taking advantage of a student's limited English.
- Making offhand racist comments or jokes.
- Refusing to work with students from culturally diverse backgrounds.

POLICY

Responsibilities

Preventing racism and addressing discriminatory attitudes is a collective responsibility shared by all staff. Families also have a key role.

Principals and Staff must:

- Foster a school culture that values respect and inclusion.
- Help students understand racism and their rights, using the Respectful Relationships program and everyday interactions.



- Regularly review school policies to ensure they promote inclusion and do not contribute to discrimination.
- Engage in ongoing professional learning on culturally responsive practices, and ensure new staff are trained.
- Handle all allegations of racial discrimination fairly, transparently, and effectively.
- Log incidents on XUNO so they are officially recorded and appropriately followed up.
- Apply suitable behavioural consequences when racism is substantiated, escalating when required.
- Promote the school's anti-racism stance to parents and carers.

Students, Parents, and Carers should:

- Know their rights and responsibilities under this policy.
- Be mindful of their own behaviour and avoid perpetuating racism.
- Report any concerns or incidents of racism to a trusted staff member (e.g. teachers, wellbeing staff, support staff, principal).
- Engage cooperatively in school procedures that deal with racism.

Preventing Racism

No one should experience unfair treatment due to their background, appearance, or language.

Saltwater P-9 College uses a proactive, evidence-based, whole-school approach to promote inclusion, which includes:

- Cultivating a positive, secure environment that supports wellbeing and respectful relationships.
- Strengthening partnerships between school, home, and community.
- Promoting anti-racist practices through programs like Respectful Relationships.
- Consulting with cultural and religious groups to challenge myths and promote understanding.
- Teaching students how to recognise and respond to racism using wellbeing curriculum.
- Organising events and activities that celebrate cultural diversity (e.g. Harmony Day).
- Ongoing initiatives like the Peer Leaders Program and staff development with Koorie Engagement Support Officers.

Refer to the Student Wellbeing and Engagement Policy for more.

Responding to Incidents

In addressing racism, the school aims to:

- Be consistent, responsive, and fair.
- Seek outcomes that support all involved.
- Prevent recurrence.
- Restore affected relationships.



Reporting Racism

Racism is taken seriously. All reports will be handled with care. Students are encouraged to report any incidents early to a trusted staff member (teacher, support staff, or principal).

Parents or carers can report concerns to the child's teacher or Year Level Assistant Principal, or email saltwater.p9.co@education.vic.gov.au

Reporting Steps:

1. Staff record incident details in XUNO.
2. Notify relevant staff (e.g. Classroom Teacher, Assistant Principal).

Investigation Process (led by Assistant Principal):

- Listen to the impacted student compassionately and assess next steps.
- Speak with those involved — the targeted student, the alleged offender(s), and witnesses.
- Communicate with parents/carers and teachers of the involved students.
- Document all conversations and collect written statements as needed.

Response Options:

Based on age, maturity, and severity, the Assistant Principal may:

- Provide support to those affected and involved.
- Refer students to the Wellbeing Team or other services.
- Hold restorative meetings between students.
- Facilitate group discussions or mentoring.
- Monitor behaviour over time.
- Apply disciplinary actions where needed (e.g. removal of privileges, detention, suspension), as outlined in the school's policies.

Follow-up with families and proper documentation of the response are key parts of the process.

COMMUNICATION

This policy will be shared with the school community through:

- The school website and/or other platforms
- Staff induction and annual training
- Volunteer induction/training where relevant



- Annual briefings or meetings
- Inclusion in staff manuals
- Hard copies on request
- Collaboration with student representatives to create a summary version

FURTHER RESOURCES

This policy is supported by:

- **Victorian Equal Opportunity Act 2010**
- **Victorian Racial and Religious Tolerance Act 2001**
- **Commonwealth Racial Discrimination Act 1975**
- **Multicultural Policy Statement (Vic Govt)**
- **UN Convention on the Rights of the Child**

Related school policies:

- Statement of Values and School Philosophy
- Student Wellbeing and Engagement
- Bullying and Harassment
- Bullying Prevention
- Duty of Care
- Cybersafety and Responsible Use
- Diversity and Inclusion

Helpful resources:

- [Report racism in schools](#)
- [Racism No Way!](#)
- Centre for Multicultural Youth
- Student Wellbeing Hub
- Kids Helpline
- ReachOut Australia
- Lifeline

EVALUATION

This policy is reviewed biennially or sooner if needed after incidents or new data becomes available.

Data sources include:

- Student and parent/carer consultations
- Regular student and staff surveys
- School data on incidents and outcomes
- Attitudes to School Survey
- Parent Opinion Survey

Amendments are discussed with students, parents, and School Council.



REVIEW CYCLE

Policy last reviewed	May 2025
Consultation	Principal School council SRC workshop Wellbeing Team
Approved by	Principal
Next scheduled review date	May 2029