



# Marian College Ararat

## Anti Racism Policy

<b>Context</b>	<p>Marian College, Ararat is a co-educational Kildare Ministries School in the Brigidine tradition for students living in regional Victoria, within the Diocese of Ballarat.</p> <p>Marian College recognizes the dignity and self-worth of every person and the importance of promoting an environment where the whole community will grow in appreciation of one another's differences and worth, within a contemporary Catholic Christian framework. At Marian College everyone has the right to safety, wellbeing and inclusion at all times. Teaching and Learning and Student Wellbeing is central to the life of our school.</p> <p>As a school in Victoria, Marian College is subject to all the educational requirements mandated by State and Federal authorities. As a Catholic school, Marian College abides by CECV policies and as a Brigidine school, the Anti - Racism Policy is informed by a number of guidelines and other policies.</p>
<b>Purpose</b>	<p>The purpose of the following expectations is to set a basis on which Marian College can create and maintain a school culture which is culturally safe, and challenges all members of its community to be creative and critical learners who act with strength and kindness.</p> <p>Under the Racial Discrimination Act, it is unlawful to do or say something in public that is reasonably likely to offend, insult, humiliate or intimidate a person or group because of race, colour, or national or ethnic region.</p> <p>The development and promotion of high-quality relationships are responsibilities shared by all members of the school community. Teachers, students, families, parish members and the wider community contribute to and share in the responsibility to foster life-affirming relationships that recognise and support the inherent dignity and safety of each person. All members of the school community are expected to contribute to the mission and vision of the school and to understand their rights and acknowledge their obligation to behave responsibly.</p> <p>This document is bound in the ideal that mutual respect for and by both teachers and students will foster relationships that will have a positive impact on teaching and learning.</p>

	<p>We believe all students have the right to:</p> <ul style="list-style-type: none"> <li>● Experience and celebrate success</li> <li>● Be listened to with open-mindedness and be accepting of the ideas of others</li> <li>● Learn in a supportive environment where each person can strive for their personal best</li> <li>● Be respected by staff and other students</li> <li>● Feel both feel and be safe</li> <li>● Have access to the best possible learning outcomes</li> <li>● Experience a sense of belonging in our College community</li> </ul>
<p><b>Definitions</b></p>	<p>Behaviour is defined as the way in which one acts or conducts oneself, especially towards others. In general terms, it can be considered to be anything we say or do.</p> <p>Appropriate behaviour is behaving in a manner that is suitable for a public gathering, respecting the other members of the forum (class, meeting, assembly, gathering) and treating others as you would wish to be treated. Members are encouraged to take responsibility for their actions and to show mutual respect, maturity, and common sense. In general, appropriate behaviour is any behaviour that contributes to the positive learning environment and aligns with our school rules, codes of conduct and behavioural expectations.</p> <p>Inappropriate behaviour or unacceptable behaviour (including bullying, harassment and victimisation), may involve actions, words or physical gestures that could reasonably be perceived to be the cause of another person's distress or discomfort. Unacceptable behaviour does not have to be face-to-face, and may take many forms such as gestures, written, telephone or e-mail communications or through social media.</p> <p>Bullying is a broad concept which may generally be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Bullying generally involves a series or pattern of events in which one individual has demonstrated unacceptable behaviour towards another individual.</p> <p>The Racial Discrimination Act 1975 makes it unlawful to discriminate against a person because of his or her race, colour, descent, national origin or ethnic origin, or immigrant status.</p> <p>Racism is the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. (Australian Human rights Commission definition.)</p>

	<p>Racial discrimination occurs when a person is treated less favourably, or not given the same opportunities, as others in a similar situation, because of their race, the country where they were born, their ethnic origin or their skin colour.</p> <p>Marian College -</p> <ul style="list-style-type: none"> <li>· Rejects all forms of bullying, racism and racial discrimination.</li> <li>· Actively works toward no student, employee, parent/carer or community member should experience racism at school.</li> <li>· Actively engages Child Safety Standard Number 1 with the understanding that racism has a particular impact on Aboriginal and Torres Strait Islander peoples and may take forms that are distinct from other types of racism. Staff must provide an environment of culturally safe for all Aboriginal and/or Torres Strait islander students, staff, parents/carers and community workers.</li> <li>· Actively help and maintain culturally safe environments</li> <li>· Actively addresses reports of racism between students</li> <li>· Addresses all reports and complaints of racism relating to staff and members of the school community</li> </ul>
<p><b>Related Documents</b></p>	<ul style="list-style-type: none"> <li>● SWPBS Matrix</li> <li>● KEM Values</li> <li>● KM Trustees Statements of Inclusion</li> </ul>
<p><b>Source of Obligation</b></p>	<p>Marian College’s Anti-Racism Policy is required under Victorian anti-discrimination law, the Charter of Human Rights and Responsibilities, the Child Safe Standards (Ministerial Order 1359), VRQA registration requirements, and the mission and values of Kildare Ministries, which commit us to uphold the dignity, safety and inclusion of every student.</p>
<p><b>Related Policies</b></p>	<ul style="list-style-type: none"> <li>● <a href="#">Child Safeguarding Policy</a></li> <li>● <a href="#">KEM Safeguarding Policy</a></li> <li>● <a href="#">Student Code of Conduct</a></li> <li>● <a href="#">Child Safety Code of Conduct</a></li> <li>● <a href="#">Wellbeing and Community Policy</a></li> <li>● <a href="#">KEM Promotion of Student Wellbeing Policy</a></li> </ul>

**Date Reviewed:** April 2026

**Reviewed by:** Leadership Team

**Endorsed by:** Principal

**Date for Review:** March 2029