



Preventing racist bullying – planning tool for schools

This checklist outlines the key steps for schools in preventing and responding to racist bullying.

The approach is adapted from the CPR (1) Model* that shows bullying is reduced when people are connected, protected and respected.

The checklist can be used to stimulate discussions among staff as well as determining areas of action for the school.

If you would like a more extensive audit of your school, see:

- **Vic Health's The School-Based Assessment Tool** supports schools to review existing policies, procedures and practices to better support diversity and address racist bullying. See: <https://www.vichealth.vic.gov.au/LEAD>
- **Foundation House: School's In for Refugees (SIFR) Audit Tool** provides a whole school approach to supporting students and families of refugee background. See www.foundationhouse.org.au/schools-refugees-tool-1-audit/

Connected	Y	N	What we currently do	What we can do to improve	Timeline for completion	Responsible person
Our school has a respectful culture and promotes the development of positive relationships where we all learn from each other						
Strategies are in place to identify and positively link students who are isolated						
Our school supports students to learn about their own culture and other cultures						
All school staff receive intercultural competence or cross cultural awareness training						
Our school community provides opportunities for everyone to share, understand and celebrate their cultural background						
Our school has visual displays that celebrate our diversity						
Our school exposes students to positive role models from diverse cultures						
Our school celebrates Aboriginal and Torres Strait Islander culture						
Our school uses strategies to develop an inclusive environment for Aboriginal and Torres Strait Islander students						
Our school participates in National Day of Action Against Bullying and Violence, Harmony Day, NAIDOC week and other significant cultural days and occasions						
Our school uses inclusive strategies to help Culturally and Linguistically Diverse students and families to feel welcome						

* The intellectual property of CPR was originated and developed by child psychologist, Andrew Fuller, and was subsequently trademarked by Resilient Youth Australia.

Protected	Y	N	What we currently do	What we can do to improve	Timeline for completion	Responsible person
Our school recognises that racist bullying is an important issue to address						
Our school promotes positive action by explicitly teaching students how to safely be an upstander rather than a bystander when racist bullying occurs						
We are open minded and encourage all students to have resilient mindsets and be kind to themselves and to each other						
Our school proactively deals with mistakes and misjudgments and helps students to repair relationships through education						
We encourage our school community to cooperate and care for each other						
Our school celebrates individual abilities and accomplishments						
Respected	Y	N	What we currently do	What we can do to improve	Timeline for completion	Responsible person
Our school takes the wellbeing of our whole community seriously						
Our school has student engagement and bullying policies in place to promote respect and prevent all forms of bullying						
Our school clearly communicates to students and families how to report bullying and who to report bullying to						
The concerns of students and their families are listened to and wherever needed, acted upon						
Our school gives clear messages that racist bullying of anyone - students, staff, parents and community members - is unacceptable						
Our school promotes that families of all cultural backgrounds are an important part of the school community						
All school staff monitor their own behaviour to ensure that it does not result in anyone experiencing racist bullying and encourage students to do the same						
Our school works to educate students and the wider school community about racist bullying						