



GRANT HIGH SCHOOL

BUILDING FUTURE READY CITIZENS

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CULTURAL RESPONSIVENESS STRATEGY

Grant High School is dedicated to fostering an environment that is safe and respectful. Racism has a negative and detrimental impact on staff, students and school culture. We aim to be an inclusive school where every individual feels respected and valued. This strategy, which has been developed based on the Department for Education's Culturally Responsive Framework, seeks to promote the celebration of cultural differences and set out Grant High School's approach to preventing and dealing with racism.

ACKNOWLEDGEMENT OF COUNTRY

Grant High School acknowledges the Boandik people as the Traditional Custodians of the land on which our school stands. We respect their spiritual relationship to Country and pay respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

This strategy supports all members of Grant High School community, including:

- Students, staff, and parents
- Volunteers and visitors
- External partners and service providers

It applies to all activities including onsite interactions and offsite school events.

Definition of Racism:

Racism includes any action, behaviour, or policy that discriminates against individuals based on race, ethnicity, culture, or skin colour. Examples include:

- Verbal abuse (racial slurs, derogatory remarks)
- Exclusionary practices based on racial identity
- Stereotyping or unfair assumptions
- Harassment (physical, verbal, or cyber-based)
- Organisational racism (unfair policies disadvantaging certain groups)

Our Commitment

Our school and the Department of Education are committed to preventing and addressing racism. Racist or discriminatory comments, in any form, are not accepted within our school community. Our goal is to create a school environment where all staff and students feel safe, respected, and included, regardless of their cultural background.

To address this, our strategy focuses on three key areas:

- **Education:** Grant High School will promote cultural diversity and inclusion by ensuring that teaching and learning materials reflect a range of cultures and perspectives. We will actively challenge racism through education and awareness initiatives that build understanding of racism and the harmful effects it has on individuals, cultures, the school community, and wider society.
- **Reporting:** All staff are expected to report incidents of racism that they witness or become aware of under racial harassment on Daymap. Incidents will be recorded on Daymap to ensure they are officially documented and followed up in line with the school's Behaviour Policy.
- **Response:** All reported incidents of racism will be taken seriously and addressed promptly. Students who experience or witness racism are encouraged to report the incident to a staff member as soon as possible. Any racist behaviour, bullying, or harassment will result in disciplinary actions in accordance with our Behaviour policy. Where appropriate, educative and restorative approaches will be used to support reconciliation and respectful ongoing relationships.

Our school is committed to:

- Promoting safety and belonging, with respect and acceptance for the cultural, spiritual, and historical heritage of Aboriginal and Torres Strait Islander peoples and all nationalities.
- Ensuring Aboriginal and Torres Strait Islander perspectives are meaningfully embedded across the curriculum and in teaching practices in all subject areas.
- Creating an inclusive environment where all staff and students are treated with respect and diversity is valued.
- Celebrating cultural diversity in school events and daily school life.

Reference: www.education.sa.gov.au/docs/p-and-c/culturally-responsive-framework.pdf

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