

Department for Education, Children and Young People

STATEMENT OF INTENT ON RACIAL INCLUSION & ANTI-RACISM

The Department for Education, Children and Young People (DECYP) believes in bright lives and positive futures for every child and young person. We affirm our commitment to racial inclusion, cultural safety, and anti-racism across all areas of our work in education, child safety, and youth justice services. We uphold the rights of children and young people in all that we do, particularly the right to an education, the right to influence decisions that affect them and the right to be safe from harm.

Individual and institutional racism, discrimination and unconscious bias are inconsistent with our values. Every child and young person in all DECYP settings has the right to be known, safe, well and engaged in learning, regardless of their racial, ethnic or cultural background. We will take action to strengthen connection and belonging across schools, care settings and youth justice environments.

We recognise the lived experiences of racism faced by children and young people, families, staff and communities. Racism harms wellbeing, learning, life outcomes and trust in our institutions, particularly for Aboriginal and Torres Strait Islander people and people from culturally and linguistically diverse backgrounds.

We believe in inclusive environments for children and young people and for our staff. We commit to listening, learning and acting with accountability and transparency.

Our objectives are to:

- Promote and protect the rights of children and young people in line with the United Nations Convention on the Rights of the Child, with a focus on non-discrimination and equity.
- Create and maintain safe environments that prevent harm, respond to concerns and promote cultural safety in line with the Child and Youth Safe Organisations Act 2023.
- Integrate anti-discrimination principles, racial inclusion and cultural safety across all DECYP policies, procedures and practices.
- Embed racial equity and anti-racist practices into all DECYP frameworks, practices, curriculum and engagement approaches and promote and protect the voices of children and young people so that every young person feels supported to speak out.
- Provide opportunities to recognise and celebrate diversity across DECYP.
- Support staff to address discriminatory behaviour and dismantle barriers that cause harm.

We are committed to:

- Upholding the right of every child and young person to live free from discrimination.
- Honouring every child and young person's right to enjoy their culture, practise their religion, and use their language.
- Protecting the rights of children and young people seeking refuge or asylum so they receive appropriate support.
- Creating culturally safe environments where Aboriginal and Torres Strait Islander children and young people feel safe, respected, heard, valued and empowered.
- Providing accessible supports for those impacted by racism across education, child safety and youth justice settings.
- Establishing transparent, safe, and accountable mechanisms for monitoring, reporting, and responding to racism in schools and workplaces.
- Working in partnership with Aboriginal and Torres Strait Islander communities, multicultural organisations, children and young people, families and staff with lived experience of racism.
- Providing professional learning and leadership development so staff can identify, prevent, and respond to racism.
- Promoting clear messages of inclusion, diversity, and equity to our workforce, children and young people and the community.
- Supporting expert bodies that address racism and discrimination, including the Office of the Anti-Discrimination Commissioner and the Commissioner for Children and Young People, and the use of tools such as the OADC Community Reporting Tool under the Multicultural Action Plan 2025–2029.
- Implementing an employment plan aligned with sections 25 and 26 of the Anti-Discrimination Act 1998 Tasmania to support recruitment, progression and retention of Aboriginal and Torres Strait Islander and multicultural staff.

This Statement marks our formal and public commitment to preventing and responding to racism across all DECYP settings.

*Signed by members from the Community Leaders' Anti-Racism Roundtable,
10 March 2026*