

## Appendix 1 - Topic Guide Semi-structured Interviews

*Italic text/questions are optional and depend on previously given answers.*

Determinant	Questions
<b>Teachers' experiences</b>  <b>Teachers' beliefs</b>	<p>According to the safety monitor, 11% of pupils in grades 6 up to 8 have experienced bullying sometimes or often in the last two school years (<i>at least once a month</i>) (van den Broek et al., 2022). What are your experiences from the past period?</p>
	<p>In doing so, pupils will also have experienced racist bullying. What are your experiences regarding racist bullying?</p>
<b>Teachers' knowledge about racist bullying</b>	<p>What is racist bullying according to you?</p>
	<p>How easy do you find it to distinguish between interpersonal bullying and racist bullying?</p> <p><i>How do you make this distinction?</i></p>
<b>Teachers' experiences</b>  <b>Teachers' beliefs</b>  <b>Teachers' outcome expectations</b>	<p>Have you ever experienced racist bullying among pupils?</p> <p><i>How did you feel about it?</i></p> <p><i>Is it discussed in class?</i></p> <p>Or → How would you handle racist bullying if you saw it among pupils?</p> <p><i>Optional: give examples</i></p> <p><i>Continue at question:*</i></p>
<b>Teachers' beliefs, attitude, experiences and skills towards racist bullying</b>	<p>How did you deal with it?</p> <p><i>reaction towards bully</i></p> <p><i>reaction towards victim</i></p> <p><i>reaction towards bystander</i></p>
	<p>How do you feel about that afterwards?</p>
<b>Teachers' perceived behavior of others</b>	<p>How do pupils who witness racist bullying respond?</p>
	<p>*What have you seen or heard about this from other teachers?</p> <p>And from parents?</p>
	<p>How do you handle racist 'jokes' or comments in class?</p>

<b>Teachers' skills, beliefs and perceived competence towards racist bullying</b>	<p><i>Optional: outline scenarios</i></p> <p><i>reaction towards bully</i></p> <p><i>reaction towards victim</i></p> <p><i>reaction towards bystander</i></p> <p><i>Is it discussed in class/Would you discuss it in class?</i></p>
	<p>What strategies do you think are effective in countering racist bullying behavior?</p> <p><i>response to bully</i></p> <p><i>response to victim</i></p> <p><i>response to bystander</i></p> <p>What is not effective?</p> <p><i>response to bully</i></p> <p><i>reaction towards victim</i></p> <p><i>reaction towards bystander</i></p>
<b>Teachers' perceived competence</b>	<p>To what extent do you feel that you have enough knowledge and skills to handle racist bullying?</p> <p>(Negative → What could help with this?)</p>
<b>Teachers' skills</b>	<p>What skills do you think are important to address racist bullying?</p> <p><i>response to bully</i></p> <p><i>response to victim</i></p> <p><i>response to bystander</i></p>
<b>Teachers' knowledge about racism</b>	<p><i>Announcing transition to racism</i></p> <p>Was the topic of racism discussed in your teacher education program?</p> <p>Yes → How was it discussed?</p> <p>No → In hindsight, would you have felt the need to have it discussed?</p> <p><i>Did you ever receive in-service training on this?</i></p>

<b>Teachers' attitudes towards different cultures</b>	To what extent do you reflect on other cultures in your classroom?  <i>What is the reason for this?</i>  <i>To what extend does the cultural background of pupils in class play a role in this?</i>  <i>How important do you think it is to reflect on this?</i>		
	Do you ever discuss racism in class?		
	<b>Yes</b>		<b>No</b>
<b>Class climate Teachers' tools?</b>	In what ways do you discuss this in class?  <i>Also in relation to the postcolonial past and heritage?</i>  <i>Or: also from a historical perspective?</i>  <i>How are projects around museums/museum objects, monuments, historical sites, traditions/cultural practices used?</i>  How do students respond?	<b>Outcome expectations</b>	How would you expect students to react if you were to discuss it?
<b>Teachers' tools</b>	What teaching materials do you have available to discuss racism?  <i>How do these materials help?</i>		
The topic of racism appears to be very uncomfortable for teachers to discuss in class (Sijpenhof 2021, Yared et al., 2020).			

<b>Teachers' attitude towards racism</b>	How comfortable or uncomfortable do you find it to discuss this in class?	<b>Teachers' attitude towards racism</b>	How comfortable or uncomfortable would you find it to discuss this in class?
<b>Teachers' tools</b>	What <i>helps/would help</i> to make it easy to discuss?	<b>Teachers' tools</b>	What do you think would help to make it easy to discuss?
<b>Teachers' perceived competence</b>	How competent do you feel in teaching about racism?		
<b>School climate</b>	<p>How does your school deal with racism?</p> <p><i>And with racist bullying?</i></p> <p><i>Is there anything in the school policy about it?</i></p> <p><i>Does it come up at e.g. teacher consultations?</i></p>		
	What advice would you like to give other teachers in addressing racist bullying?		
<b>Racial identity</b>	<p><i>How would you describe your own racial identity?</i></p> <p>To what extent are you aware of your own racial identity in relation to racism?</p>		
Lesson plan	<p>What do you think should be included in the lesson plan?</p> <p><i>(regarding historical or cultural heritage, and current cultural events, such as e.g. Keti Koti/Ramadan)</i></p>		