



PROCEDURE: Anti-Racism

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STATEMENT OF INTENT:

In recent years, Australians have become increasingly aware of the role of various forms of racism in Australian history and society as a whole. Silence and denial are fundamental to racism. Racism is perpetuated by silence and denial. Those who suffer most from racism must be given the means whereby they can have confidence in the various mechanisms to combat and challenge the unacceptable. Whilst the external avenues are important the school must provide mechanisms for action. These procedures and structures are a means of addressing racism in a way that promotes effective redress and racial harmony.

Northlakes High School rejects all forms of racism. We are committed to the elimination of racial discrimination, including direct and indirect racism, racial vilification and harassment – in all aspects of the learning and working environment.

No student, employee, parent, caregiver or community member should experience racism within the learning or working environment.

Eradicating expressions of racism in learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all NSW Public School staff.

All teaching and non-teaching staff contribute to the eradication of racism by promoting acceptance of Australia's cultural, linguistic and religious diversity, challenging prejudiced attitudes and ensuring that sanctions are applied against racist and discriminatory behaviours.

Schools have trained Anti-Racism Contact Officers and provide timely and professional responses to complaints regarding racism.

APPLICABILITY:

This policy applies to all staff employed in NSW Public Schools including NSW government schools and corporate offices. It also applies to students who attend government schools and has implications for each school community.

DoE POLICY/PROCEDURE REFERENCE:

- Department of Education and Training Anti-Racism Policy
https://www.det.nsw.edu.au/policies/student_serv/equity/antiracism/PD20050235.shtml
- Department of Education and Training 'Policies and Procedures' Guidelines
- Implementation date 5/12/2005
- Reference Number: PD/2005/0235/VO5

DEFINITIONS: Northlakes High School rejects racism in all its forms.

Racism is:

- The belief that human races have distinctive characteristics which determine their respective cultures, usually involving the idea that one's own race is superior and has the right to rule or dominate others.
- Offensive or aggressive behaviour to member of another race stemming from such a belief.
- A policy or system of government and society based upon it.

RATIONALE:

This Policy is intended to:

- Counteract the causes and redress the effects of racism in the context of the school, the school community and the curriculum.
- Protect the rights of students and staff to achieve their full potential in an environment which encourages the affirmation of their cultural identity.
- Provide those who need it with a range of avenues of complaint and redress.
- Ensure that everyone in the school understands and fulfils their responsibilities in the implementation of this policy.
- Appoint a teacher to be trained as the Anti Racism Contact Officer (ARCO).
- Place signs around the school to inform students about the ARCO.
- Maintain a register of reports of racism.
- The Multicultural NSW Act (2000), the NSW Government Plan for Aboriginal affairs, education, employment and accountability: OCHRE (2013), the National Framework For Values Education In Australian Schools (2005) as well as the Department's Aboriginal Education and Training Policy, Code of Conduct Policy, Multicultural Education Policy, Student Welfare Policy and the Values in NSW Public Schools Policy provide related requirements that complement the implementation of this policy.

PROCEDURES: The Principal will:

- Allocate resources and responsibilities for the implementation of the policy
- Ensure that the school community is familiar with the Anti-Racism Policy and the grievance procedures
- Develop, implement, review and evaluate the Anti-Racism Policy
- Assist staff in developing strategies for addressing racism in appropriate subject areas and across the curriculum
- Intervene to prevent racism from occurring and to redress its effects if preventative measures are not possible
- Monitor implementation of the policy and the working environment in its effects if preventative measures are not possible

Executive and Teaching staff will:

- Ensure that curriculum content and teaching methods are congruent with and support the Anti-racism policy
- Develop strategies in the school for increasing student understanding of racism
- Monitor the school environment in terms of racist attitudes and behaviours and intervene to prevent racism from occurring in the school environment
- Report on the progress of anti-racism education strategies, identified in their school plans, through their Annual School Reports
- Maintain records of complaints concerning racism and their resolution in accordance with the Complaints Handling Policy Guidelines
- Engage all students in an anti-racism program through Positive Behaviour for Learning (P.B.L.) lessons