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# SHELL COVE PUBLIC SCHOOL

## Anti-Racism Policy

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### RATIONALE

Shell Cove Public School community rejects all forms of racism. It is committed to the elimination of racial discrimination – including direct and indirect racism, racial vilification and harassment – in its organisation, structures and culture, in its curriculum, and in the learning and working environments for which it is responsible.

No student, employee, parent, caregiver or community member should experience racism within the learning or working environments of Shell Cove Public School. Eradicating expressions of racism in learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all staff.

All teaching and non-teaching staff of Shell Cove Public School contributes 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.

### WHAT IS RACISM?

Racism can take many forms, such as jokes or comments that cause offence or hurt, sometimes unintentionally; name-calling or verbal abuse; harassment or intimidation, or commentary in the media or online that inflames hostility towards certain groups. At its most serious, racism can result in acts of physical abuse and violence.

Put simply... **Racism** is when people are treated unfairly because of their skin colour or background. It is a kind of discrimination, and it causes great harm to people.

Racism has damaging effects on individuals, families and communities and the learning and working environment. Racism can adversely affect:

- educational outcomes
- individual happiness and self-confidence
- school climate
- cultural identity
- school and community relations
- student behaviour.

Racism can generate tensions within school communities which, if unaddressed, impacts on the educational experiences of all students. It can undermine students' self-confidence and can result in students exhibiting a range of negative behaviours. Racism has been linked to diminished morale, lower productivity and an increase in the incidence of stress and absenteeism.

### INDICATORS OF RACISM IN SCHOOLS

Recognising racism in schools may be difficult, as racism manifests itself in a range of ways, some more clearly discernible than others. Some indicators of racism include the following:

- hostility or lack of co-operation between groups
- appearance of racist graffiti
- promotion of racist propaganda
- display of racist behaviour including comments, ridicule or abuse, cyber-racism as well as physical harassment and assault
- existence of discriminatory practices including: low expectations for some groups of students and non-inclusive policies, curriculum and pedagogy, and denying certain groups access to a wide curriculum.

### ANTI-RACISM CONTACT OFFICER (ARCO)

The principal is required to nominate a member of the teaching staff to be the school's ARCO. The ARCO should be a full-time experienced member of staff who:

- has good communication and mediation skills
- is trusted by parents, teachers and students
- does not have an advocacy role in the school
- is willing to further develop their understanding of racism

## The Role of the ARCO

The ARCO role has three major aspects:

### 1. Complaints support role

Complaints of racism may be made to any member of staff including the ARCO. If a complaint of racism is made to the school principal, executive member or any other member of staff, the complainant is encouraged to discuss the matter with the ARCO, or advised that the ARCO can assist. The ARCO supports the handling of complaints of racism in a number of ways by:

- managing complaints of racism made by students against other students in accordance with the Behaviour Code for Students (DoE) and the school's discipline and wellbeing procedures
- referring complaints of racism made by staff and community members to appropriate executive staff members
- providing advice on the complaints handling process to students, staff and community members
- supporting the complainant during the complaints handling process
- providing advice to the principal and/or nominated complaints manager.

All complaints of racism are managed by the ARCO according to the Complaints Handling Policy and procedures. On receiving a complaint the ARCO, in certain circumstances, may attempt to negotiate a resolution. This is only when the complaint does not involve a staff member or members of the community. For complaints of racism involving staff members or members of the community, the ARCO provides advice to the complainant on the complaints handling procedures and supports the complainant in the process. The ARCO may be asked to assist in seeking a resolution using the appropriate procedure, but it is not the ARCO's role to lead the process. The principal will nominate a complaints manager to lead the process for resolving the complaint.

### 2. Educational role

The ARCO assists the principal in ensuring the school community knows who the ARCO is and what the ARCO role involves. They also:

- promote anti-racism education in the school
- develop anti-racism education strategies in school planning
- ensure that staff are aware of relevant policies including the Anti-Racism Policy; the Multicultural Education Policy; the Aboriginal Education Policy; the Complaints Handling Policy and complaints procedures in relation to complaints about racism.

### 3. Monitoring role

The ARCO assists the principal to:

- maintain records of complaints and allegations concerning racism
- decide what data regarding complaints about racism should be collected
- identify significant statistical trends in relation to complaints about racism
- implement actions arising from complaints of racism.

## CONTEXT

This policy applies to all staff employed at Shell Cove Public School. It also applies to students who attend Shell Cove Public School and has implications for the whole school community.

The NSW Anti-Discrimination Act (1977) along with the Commonwealth Racial Discrimination Act (1975) make racial discrimination and vilification illegal in New South Wales. These Acts provide the legislative context and foundation for the Anti-Racism Policy of the NSW Department of Education.

The Community Relations Commission and Principles of Multiculturalism Act (2000), the NSW Government's Aboriginal Affairs Plan 2003-2010: Two Ways Together, the Ministerial Statement, Values in NSW Public Schools (2004), as well as the Department's Aboriginal Education Policy (1996), Cultural Diversity and Community Relations Policy (2005) and Code of Conduct (2004) provide related policy requirements that complement implementation of the Anti-Racism Policy.

Responding to Suggestions, Complaints and Allegations (2001) establishes the standard approach to resolving suggestions, complaints and allegations about racism that is required to be used in all learning and working environments of the Department of Education and Training.

All these documents can be accessed on the Department of Education website.

## RESPONSIBILITIES AND DELEGATIONS

The Principal and staff of Shell Cove Public School are responsible for ensuring the implementation and monitoring of the policy so that racism does not occur at our school or in its policies, practices and structures.

The school is responsible for examining practices and procedures to ensure they are consistent with the policy.

The school is responsible for implementation of the policy at Shell Cove Public School including strategies for anti-racism education in educational plans and providing training for Anti-Racism Contact Officers.

Principals are responsible for examining school practices and procedures to ensure they are consistent with the policy, nominating an Anti-Racism Contact Officer and including anti-racism education strategies in school plans.

All staff are responsible for monitoring their own behaviour to ensure that it does not result in anyone experiencing racism.

All teachers are responsible for supporting students to develop an understanding of racism and discrimination and the impact on individuals and the broader community.

## MONITORING, EVALUATION AND REPORTING REQUIREMENTS

The school will report progress in implementing the Anti-Racism Policy through the school's webpage and annual school report.

The Department of Education will report progress in implementing the Anti-Racism Policy through the Department's Annual Report.

Equity Programs and Distance Education Directorate, through the Multicultural Programs Unit, will monitor the implementation of the Anti-Racism Policy and report on achievement of relevant targets over time through the Department's annual Ethnic Affairs Policy Statement (EAPS) report.

The school will maintain records of complaints concerning racism in accordance with Responding to Suggestions, Complaints and Allegations.

Further information and Resources can be found at:

- Anti-Racism Policy: <https://education.nsw.gov.au/policy-library/policies/pd-2005-0235>
- Anti-Racism Education – Advice for schools: <https://education.nsw.gov.au/content/dam/main-education/policy-library/associated-documents/anti-racism-education-advice-for-school.pdf>

Sailing the Sea of Excellence

Anti-Racism Policy reviewed: February 2025

**RACISM**

**HURTS**

**EVERYONE**

**Tell your ARCO**

Anti-Racism Contact Officer

Your ARCO is **Linda Kirwan**

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