Picton High School

Anti-Racism Policy

This school-based policy is designed to support the DET Anti-Racism Policy Statement which is in keeping with the Commonwealth Racial Discrimination Act (1975). It acknowledges the need to enhance awareness among staff, students and the school community of the right of all people in school to interact in an atmosphere of racial harmony. This policy operates in conjunction with the Cultural Diversity and Community Relations Policy in actively discouraging racist behaviour.

Aims:
- Raise awareness of racist behaviour with a view to its elimination;
- Encourage whole school community to do their part;
- Provide educational opportunities to appreciate racial, cultural and religious diversity;
- Have grievance procedures in place

Procedures:
Based on a working definition that racism is: *unfair treatment of someone/group because of their race, colour, descent, national or ethnic origin or language proficiency*, policy implementation is as follows

- Foster a whole school approach to anti-racism whereby 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.
- As the eradication of racism is the shared responsibility of all staff, each faculty ought to develop a unit of work on anti-racism and/or incorporate anti-racist teaching in existing programs whenever appropriate.
- Regularly encourage staff and provide opportunities for staff to update knowledge and educational resources with regard to anti-racism. (There are many web-based resources/ideas).
- Encourage students to take responsibility for reporting racism in order to eliminate it.
- Identify and advertise the school Anti-Racism Contact Officer who can act as a contact person for the school community, providing timely and professional responses to complaints. The ARCO can address informal matters in keeping with the DET Complaints Handling Policy Guidelines. The ARCO can also act in an educational role and monitoring role.
- Formal complaints are to be referred to the delegate/ARCO manager who leads a negotiation or investigation following the steps described in the appropriate procedure from the Complaints Handling Policy Guidelines.
- Information about complaint procedures should be advertised in at least one school newsletter each year.

Evaluation

This policy will be reviewed as part of the school’s three year review cycle.

June 2011