



Wilberforce Public School

Excellence in Education since 1880

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Wilberforce Public School Anti-Racism Policy and Grievance Procedures Policy Revised 2021

Anti-Racism Policy

Racism is a belief in the superiority of one particular group on the basis of race, colour, descent or national or ethnic origin.

Racial discrimination is behaviour that disadvantages people on the basis of their real or perceived membership of a racial, ethnic or ethno-religious group.

The NSW Department of Education has an Anti-Racism Policy which applies to all staff employed in NSW government schools, regions and state offices. It also applies to all students who attend government schools and has implications for each school community.

The NSW Department of Education is committed to eliminating all forms of racism. The Anti-Racism Policy outlines key objectives:

- all forms of racism are rejected, including direct and indirect racism, racial vilification and harassment
- no student, employee, parent, caregiver or community member should experience racism within the school
- all staff have a responsibility to promote acceptance of Australia's cultural, linguistic and religious diversity
- all staff have a shared responsibility to challenge attitudes and prejudices that contribute to racism and apply sanctions against racial and discriminatory behaviours
- schools have trained anti-racism contact officers (ARCOs) and provide timely and professional responses to complaints regarding racism.

The complete [Department of Education's Anti-Racism Policy](#) is available online.

Wilberforce Public School is committed to addressing the key dimensions of the Anti-Racism Policy:

- promoting acceptance of Australia's cultural, linguistic and religious diversity and challenging prejudiced attitudes
- responding to racial and discriminatory behaviours.

The participation of parents and community in the life of the school is an essential component of anti-racism education. All sections of the community are encouraged to participate in and contribute to school activities.

The Department of Education provides a wide range of documents in many languages to assist parents learn about different aspects of school.

A free interpreter service is also available to assist with communication. Enquiries can be made at the school's front office. Promoting acceptance of Australia's cultural, linguistic and religious diversity and challenging prejudiced attitudes

Wilberforce Public School staff and students develop understanding and acceptance of Australia's cultural, linguistic and religious diversity and challenge prejudiced attitudes through:

- the English as an Additional Language or Dialect (EALD) teaching program
- celebration of Harmony Day each year across all classes
- celebration of NAIDOC (National Aboriginal and Islander Day of Celebration) week across all classes
- exploration of different cultures through a wide variety of texts including literature and multimodal texts
- investigating different cultures, languages and religions through Human Society and Its Environment units of work
- investigating prejudice and positive relationships in Personal Development and Health units of work
- encouraging and celebrating diversity
- professional learning for staff in recognising racism, understanding what to do about racism and how to support members of the school community who may be subject to racism
- implementation of the school Discipline Policy and Anti-Bullying Plan
- teaching programs and strategies that explicitly teach about racism and how to deal with it, using websites such as <http://www.racismnoway.com.au/>
- encouraging students to teach other students about recognising racism and what to do about it
- providing opportunities for students to speak in their first language and share their experiences.

Responding to racial and discriminatory behaviours

Wilberforce Public School staff respond to racial and discriminatory behaviours through:

- implementation of the Wilberforce Public School Welfare Policy and Anti-Bullying Plan. The Anti-Bullying Plan sets out processes for preventing and responding to student bullying which can include violence, discrimination, harassment or intimidation.
- appointment of nominated Anti-Racism Contact Officer (ARCOs), Tracey Chia. ARCOs assist parents, staff and students who have complaints regarding racism.
- ARCOs are trained to talk to complainants about their complaint and seek an informal resolution. If appropriate, the ARCO can assist in writing the complaint and explain how the complaint will be dealt with through the [Complaint Handling Guidelines](#).
- The Principal ensures that all students, staff and parents know the identity and role of the ARCOs.
- ensuring timely and professional responses are made to complaints about racism, following the Complaints Handling Policy including implementing sanctions when racist behaviours occur.
- Outcomes:
The Principal will:
 - Decide on appropriate action. This may include a further attempt to resolve by conciliation.
 - Advise all parties of the action and the reasons for it. The action may include:

➤ For employees

- Provision of a support program

- Requiring staff to participate in an anti-racism development program
 - Formal disciplinary action
 - Dismissal of the complaint as groundless
- For students
- Provision of a student welfare program including, as appropriate, a stronger emphasis on anti-racist perspectives in the school's overall curriculum
 - Disciplinary action within the context of the school's Fair Discipline Code
 - Dismissal of the complaint as groundless
 - Advise the person(s) who made the complaint and any individual(s) found to have acted in a racist manner, of their right to appeal and how to do so.
 - If the complaint concerns a student, and is confirmed, the parents/carers will be informed. So too will the parents of the student who was the focus of the racist behaviour.

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 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 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. Making a complaint of racism – complaints and grievance procedures

- Anyone, a student, parent, staff member or community member can make a complaint about racism.
- Complaints can be made to any staff member who will refer the complaint to an executive member, or to the ARCO.
- When complaints are received, no judgement is to be made about whether it is related to racism or not.
- If the matter has been referred to the ARCO, the ARCO will assess if the matter can be resolved informally using the procedures outlined in this policy and the Department of Education's [Complaint Handling Guidelines](#). If informal resolution is not possible, the ARCO can assist the complainant to write down their concern and explain the procedure that will be followed.

- The person handling the complaint will use the [Complaint Handling Guidelines](#). If a negotiated settlement is not possible, the Principal or delegate will make a final decision and inform everyone involved with the complaint. If appropriate, sanctions will be applied against racial and discriminatory behaviours.
 - Information about complaints of racism and methods used to resolve them will be maintained as per the [Complaint Handling Guidelines](#).
2. **Educational Role** The ARCO assists the principal to: ensure the school community knows who the ARCO is and what the ARCO role involves. Posters promoting awareness of the role of the ARCO are available on the Department's website.
- 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 and Training Policy; the Complaints Handling Policy and complaints procedures as they relate to complaints about racism the NSW Aboriginal Education Consultative Group Incorporated Partnership Agreement and The Wellbeing Framework for Schools.
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.