Anti-Racism Policy and Grievance Procedures

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 and Communities 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 and Communities 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 NSW Department of Education and Communities Anti-Racism Policy is available online.

Lane Cove 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 and Communities 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

Lane Cove 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

Lane Cove Public School staff respond to racial and discriminatory behaviours through:

- implementation of the Lane Cove Public School Discipline 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 Officers (ARCOs). 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.
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 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.