



# *Macarthur Girls High School*

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## **ANTI-RACISM POLICY**

### **Rationale**

The Anti-Racism policy commits the NSW Department of Education to the elimination of all forms of racial discrimination in NSW Government schools. It applies to all NSW Public School employees and students, and has implications for each school community.

The NSW Department of Education rejects all forms of racism and discrimination. It is committed to the elimination of racial discrimination including direct and indirect racism, racial vilification and harassment.

Under the Anti-Racism Policy, school principals are responsible for ensuring that all learning and working environments are free from discrimination and racism. Anti-racism education focuses on confronting the race-based generalization, stereotypes, bias, prejudice and discrimination that are the foundation of direct and indirect racism.

This policy can be found at : <https://education.nsw.gov.au/policy-library/policies/anti-racism-policy?refid=285843>

### **Policy**

Macarthur Girls High School rejects all forms of racism. The school is committed to the elimination of racial discrimination in all aspects of the learning environment, including direct and indirect racism, racial vilification and harassment.

All teaching and non-teaching staff at Macarthur Girls High School will contribute to the eradication of racism by promoting acceptance of Australia's cultural, linguistic and religious diversity, challenging prejudicial attitudes and ensuring that action will be taken against those who engage in racist and discriminatory behaviours.

Macarthur Girls High School will

- ensure all learning and working environments are free from discrimination and racism.
- focus on confronting race-based generalizations, stereotypes, bias, prejudices and discrimination which are the foundation of direct and indirect racism
- appoint an Anti- Racism Contact Officer (ARCO) whose main role is to assist parents, staff and students who have been subject to racist behaviours and to facilitate the complaints handling process used to resolve these complaints
- have procedures in place that ensure timely and professional responses are made to complaints about racism.
- Develop processes to increase awareness all staff and students about racism and its implications through Anti-racism education

- have a trained Anti-Racism Contact Officer to respond to complaints regarding racism, using the Department's *Complaints Handling Policy Guidelines*.
- keep a record of complaints relating to complaints of racism, and the methods used to resolve them. Data should be maintained, in line with DoE guidelines.
- use data related to incidents of racism in order to determine what kinds of actions and interventions are required.
- implement strategies that lead to timely appropriate responses to expressions of direct racism, such as incidents of racial abuse, harassment and discrimination and also indirect racism, such as lack of recognition of cultural diversity and culturally biased practices.
- implement effective anti-racism education strategies to address the following three dimensions:
  1. promoting acceptance of and respect for Australia's cultural, linguistic and religious diversity
  2. challenging prejudiced attitudes
  3. ensuring that actions/sanctions are applied against racist and discriminatory behaviours.

## Outcomes

At Macarthur Girls High School, no student, staff member, parent, caregiver or community member should experience racism. All policies, curriculum and pedagogy are inclusive; providing equity and accessibility to all. Within the learning environment, there is:

- no hostility or lack of co-operation between groups
- no appearance of racist graffiti
- no promotion of racist propaganda
- no display of racist behaviour including comments, ridicule or abuse, as well as physical harassment and assault by students and staff
- non- existence of discriminatory practices including: low expectations for some groups of students

Macarthur Girls High School staff monitor their own behaviour to ensure no person experiences racism. All teachers support students to develop an understanding of racism and discrimination and the impact on individuals and the broader community. Anti-racism education strategies are developed, implemented, reviewed and modified and all staff are responsible for implementing these programs and strategies.

The school has a nominated and trained Anti- Racism Contact Officer whose role is communicated to all in the learning community. Data/ records of complaints concerning racism and their resolution are maintained.

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## ANTI-RACISM POLICY IMPLEMENTATION / PROCEDURES

Increased acceptance of the cultural and linguistic diversity our society has challenged previous policies of segregation, exclusion and assimilation. However, manifestations of racism continue in society in attitudes and stereotypes. Current global conflicts have evoked extremist views which have challenged programs designed to promote diversity and social cohesion.

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 and
- 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. When racism exists in a learning environment, this balance is disrupted and educational outcomes may be limited as a result

### Related policies and guidelines include:

- [Anti-racism education - Advice for Schools \(PDF 823.92 KB\)](#)
- [Aboriginal Education and Training Policy](#)
- [Complaints Handling Guidelines](#)
- [Cultural Exchange NSW](#)
- [Multicultural Education Policy](#)
- [Racism No Way](#)
- [Student Discipline Policy](#)
- [Values in Schools](#)

### Procedures

If there is an incident of racial discrimination within the school, students are advised to report the incident to their Year Advisor and the ARCO. Following the complaint the Year Advisor or ARCO records the incident using Sentral. This documentation is vital in the management of such incidents. The issue must be reported to the Head Teacher Wellbeing and the relevant Stage Leader.

Staff members who experience racist behaviours are to report the incident/s to their supervisor, or to the Principal/delegate if the supervisor is the cause of racist behaviour.

Members of the community, parents and others will report the instances of racist behavior to a member of staff (usually SASS), who will pass this information to the principal/ARCO/delegate for follow-up.

### Program

Students are encouraged to treat each other with respect. This is supported through the PRIDE policy and the PRIDE Wellbeing program implemented at Macarthur Girls High School. Students are taught to show Respect, Integrity and Diversity in their learning and understanding of the wider community. The PRIDE leaders and teachers of each Roll Call are responsible for reinforcing the PRIDE values.

The roles and responsibilities of staff and students towards themselves and others are reinforced through alternating Whole School and Stage Assemblies.

Students and staff participate in the annual 'Harmony Day' activities, designed to educate others about racial vilification and racist issues frequently identified in schools.

## **People**

### *Principal/Executive*

- The Principal is responsible for examining school practices and procedures to ensure they are consistent with the Anti-racism policy;
- The Principal is responsible for ensuring the inclusion of anti-racism education strategies in their school plans.
- The Principal is responsible for calling for nominations for the role of the Anti-Racism Contact officer and ensuring they are trained;
- The Principal, Stage Leaders, HT Wellbeing and ARCO are primarily responsible for managing racist incidents

### *Staff*

- 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.
- Implement anti-racist strategies where appropriate in their classrooms

### *The ARCO has the responsibility to:*

- receive the suggestion, complaints or allegation regarding racism
- assist the complainant to write the complaint, if required
- advise the complainant of their rights and the process to be followed in lodging a complaint
- refer the complaint to a member of the school executive who will be responsible for resolving the complaint

## **Reporting, Review and evaluation**

Anti-racism education strategies are reviewed and modified annually by all staff under the direction of the Student Wellbeing team.

The Anti- Racism Contact Officer and Student Wellbeing team review incidents and data and report to senior executive and executive teams. Records of complaints concerning racism and their resolution are maintained in accordance with the Complaints Handling Policy Guidelines.

Macarthur Girls High School reports annually on the progress of anti-racism education strategies, identified in the school plan, through the Annual School Report.