

POLICY STATEMENT

Pagewood Public School 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 the Department of Education (DoE).

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 of Pagewood PS and the wider DoE.

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.

The trained Anti-Racism Contact Officer at Pagewood PS is to provide timely and professional responses to suggestions, complaints and allegations regarding racism.

APPLICABILITY:

The policy applies to all staff employed at Pagewood Public School. It also applies to students who attend the school and has implications for our school community.

RESPONSIBILITIES:

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.

Minor complaints are to be resolved informally by the class teacher/teacher present. Refer serious incidents to the ARCO. Details of all incidents are to be reported to the school ARCO for recording. The ARCO will assist the complainant to write their complaint. The ARCO will also collect written evidence from any person who witnessed the incident. Counselling may be given by the ARCO. However more serious offences are to be referred to the school delegate to discipline. The school ARCO will record and store any relevant information until the student concerned reaches the age of 25 years.

MONITORING, EVALUATION AND REPORTING REQUIREMENTS:

The school will report through annual reports on strategies implemented and on progress in implementing the policy.

Pagewood Public School will maintain records of complaints concerning racism in accordance with [Responding to Suggestions, Complaints and Allegations](#).

RESOURCES: [Anti-racism Education: Advice for Schools](#) (teacher/school organisation/policies/wellbeing)

Websites: www.racismnoway.com.au; www.prejudicenoway.com.au; www.harmony.gov.au www.myplace.edu.au