

Cootamundra High School: Anti-Racism Policy

Respect. Responsibility. Excellence.



Cootamundra High School community 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 Cootamundra High School. 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 Cootamundra High School. All teaching and non-teaching staff of Cootamundra High School contributes 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.

WHAT IS RACISM?

The Human Rights Commission defines racism as follows: Racism can take many forms, such as jokes or comments that cause offence or hurt, sometimes unintentionally; name-calling or verbal abuse; harassment or intimidation, or commentary in the media or online that inflames hostility towards certain groups. At its most serious, racism can result in acts of physical abuse and violence. Racism can directly or indirectly exclude people from accessing services or participating in employment, education, sport and social activities.

It can also occur at a systemic or institutional level through policies, conditions or practices that disadvantage certain groups. It often manifests through unconscious bias or prejudice. On a structural level, racism serves to perpetuate inequalities in access to power, resources and opportunities across racial and ethnic groups.

INDICATORS OF RACISM IN SCHOOLS

Recognising racism in schools may be difficult, as racism manifests itself in a range of ways, some more clearly discernible than others. Some indicators of racism include the following:

- Hostility or lack of co-operation between groups
- Appearance of racist graffiti
- Promotion of racist propaganda
- Display of racist behaviour including comments, ridicule or abuse, cyber-racism as well as physical harassment and assault
- Existence of discriminatory practices including: low expectations for some groups of students, non-inclusive policies,

ALL MEMBERS OF THE SCHOOL COMMUNITY HAVE A RESPONSIBILITY TO

- Report incidents of racism to the nominated school ARCO.
- Model and promote positive relationships that respect and accept individual differences and diversity within the school community
- Be empowered with information about how to manage issues of racism.
- Work collaboratively with the key stakeholders in the school to resolve incidents of racism when they occur.

Teachers Teach. Students Learn. Be Kind.

Cootamundra High School:

Anti-Racism Policy

Respect. Responsibility. Excellence.



HOW WE MANAGE RACISM AT COOTAMUNDRA HIGH SCHOOL:

- The Principal nominates an Anti-Racism Contact Officer and ensures appropriate training.
- The Principal ensures the Anti-Racism Policy is implemented in the school and that complaints regarding racism are dealt with effectively.
- School executive examines school practices and procedures to ensure they are consistent with the promoting anti-racism within the school.
- All staff monitor their own behaviour to ensure that it does not result in anyone experiencing racism.
- All teachers support students to develop an understanding of racism and discrimination and the impact on individuals and the broader community.
- Parents/carers support their child and the school in complying with the expectations of the NSW Department of Education.
- Explicit teaching about the topics of racism and anti racism strategies through Year Advisor Meetings.
- Explicit teaching about a variety of cultures and backgrounds across all key learning areas.

ROLE OF THE ANTI-RACISM CONTACT OFFICER

Complaints Support Role

The Anti-Racism Contact Officer 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 Student Wellbeing and Code of Conduct Policy 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.

Educational Role

The Anti-Racism Contact Officer assists the Principal to:

- Ensure the school community knows who the Anti-Racism Contact Officer is and what their role involves.
- 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 Aboriginal Education Policy and the Complaints Policy as they relate to complaints about racism.

Monitoring Role

The Anti-Racism Contact Officer 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.

Teachers Teach. Students Learn. Be Kind.

