



CLEMTON PARK PUBLIC SCHOOL

Pursuing Excellence

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Anti-Racism Policy

Objectives

The Clemton Park Public School's 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 Clemton Park Public 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 Clemton Park Public School.

All teaching and non-teaching staff of Clemton Park Public 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.

Clemton Park Public School currently has two trained Anti-Racism Contact Officers and provide timely and professional responses to suggestions, complaints and allegations regarding racism.

Audience and applicability

The policy applies to all staff employed at Clemton Park Public School It also applies to students who attend Clemton Park Public School and has implications for each school community.

Context

The *NSW Anti-Discrimination Act (1977)* along with the *Commonwealth Racial Discrimination Act (1975)* make racial discrimination and vilification illegal in New South Wales. These *Acts* provide the legislative context and foundation for the *Anti-Racism Policy* of the NSW Department of Education and Training.

The *Community Relations Commission and Principles of Multiculturalism Act (2000)*, the NSW Government's *Aboriginal Affairs Plan 2003-2010: Two Ways Together*, the Ministerial Statement, *Values in NSW Public Schools (2004)*, as well as the Department's *Aboriginal Education Policy (1996)*, *Cultural Diversity and Community Relations Policy (2005)* and *Code of Conduct (2004)* provide related policy requirements that complement implementation of the *Anti-Racism Policy*.

Responding to Suggestions, Complaints and Allegations (2001) establishes the standard approach to resolving suggestions, complaints and allegations about racism that is required to be used in all learning and working environments of the Department of Education and Training.

Responsibilities and delegations

The Principal and staff of Clemton Park Public School is responsible for ensuring the implementation and monitoring of the policy so that racism does not occur at Clemton Park Public School policies, practices and structures.

The school is responsible for examining practices and procedures to ensure they are consistent with the policy.

The school is responsible for implementation of the policy at Clemton Park Public School including strategies for anti-racism education in regional plans and providing training for Anti-Racism Contact Officers.

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 at Clemton Park Public School 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.

The Director of Equity Programs and Distance Education, as policy owner, is responsible for publication and currency of the policy and support material.

The Manager of Multicultural Programs, as policy contact person, is responsible for provision of advice on the interpretation and implementation of the policy and support material.

Monitoring, evaluation and reporting requirements

The school will report progress in implementing the *Anti-Racism Policy* through the schools webpage and annual school report

The Department of Education and Training will report progress in implementing the *Anti-Racism Policy* through the Department's *Annual Report*.

Equity Programs and Distance Education Directorate, through the Multicultural Programs Unit, will monitor the implementation of the *Anti-Racism Policy* and report on achievement of relevant targets over time through the Department's annual *Ethnic Affairs Policy Statement (EAPS) report*.

The school will maintain records of complaints concerning racism in accordance with *Responding to Suggestions, Complaints and Allegations*.

Reviewed March 2017