Anson Street School

# Anti Racism Policy Procedure 2024

# Purpose

The NSW Department of Education (DoE) rejects all forms of racism. No student, employee, parent, caregiver or community member should experience racism within the school environment.

## Audience and applicability

All employees, students attending NSW public schools, parents, carers, volunteers and contractors

## About the policy

### Policy requirements

These procedures relate to the Anti Racism policy

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### Roles and responsibilities

All employees, students attending NSW public schools, contractors, parents, carers and volunteers are expected to:

* demonstrate respect for Aboriginal Peoples as the First Peoples
* not discriminate against others based on their cultural, linguistic or religious background
* demonstrate respect for the cultural, linguistic and religious backgrounds of others and behave in ways that promote acceptance and harmony in NSW public education
* call out racism, if safe to do so, as an upstander
* report any incidents of racism to a teacher, Anti-Racism Contact Officer or workplace manager.

All staff must:

* complete the mandatory professional learning, [Anti-Racism Policy Training (staff only)](https://myplsso.education.nsw.gov.au/mylearning/catalogue/details/b569a4c8-b187-eb11-85a9-0003ff1502fa)
* respond appropriately to incidents of racism
* reflect on and monitor their own behaviour so that it does not result in anyone experiencing racism
* implement the [Anti-racism policy](https://education.nsw.gov.au/policy-library/policies/pd-2005-0235) and ensure their actions comply with it.

Principals must:

* lead the development and implementation of school practices and procedures that are consistent with the policy
* provide accessible advice to all staff, students, volunteers, contractors and community members on their anti-racism responsibilities
* provide access to and monitor compliance with mandatory professional learning, [Anti-Racism Policy Training (staff only)](https://myplsso.education.nsw.gov.au/mylearning/catalogue/details/b569a4c8-b187-eb11-85a9-0003ff1502fa)
* nominate Anti-Racism Contact Officer/s from their teaching staff, support them in their role and facilitate access to training.

Teachers must:

* address racism when it occurs
* build cultural safety and intercultural understanding
* model and encourage mutual respect
* implement practices that are culturally safe, responsive and inclusive
* implement culturally inclusive and responsive curriculum (refer to [Cultural inclusion](https://education.nsw.gov.au/teaching-and-learning/multicultural-education/culture-and-diversity/cultural-inclusion)).

Anti-Racism Contact Officers assist the principal to:

* promote anti-racism education
* support staff to address reports of racism between students
* address reports and complaints of racism relating to staff and members of the school community
* collect data about reports and complaints, and monitor incidents of racism.

At Anson Street School the Anti Racism Contact Officer (ARCO) is Mrs Kate Griffen.

Mrs Griffen has completed Anti Racism Contact Officer training (expires Feb 2026)



Kate Griffen

Ph: 63624563

[catherine.griffen@det.nsw.edu.au](mailto:catherine.griffen@det.nsw.edu.au)

Workplace managers and senior executive officers must:

* provide access to and monitor compliance with mandatory professional learning, [Anti-Racism Policy Training (staff only)](https://myplsso.education.nsw.gov.au/mylearning/catalogue/details/b569a4c8-b187-eb11-85a9-0003ff1502fa)
* develop, review and evaluate policies, systems, strategies and curriculum initiatives that reflect equity and anti-racism principles and promote these principles in their workplaces
* monitor departmental practices and processes to ensure they are consistent with the policy and enable people from all cultural, linguistic and religious backgrounds to participate equitably in NSW public education.

## What needs to be done

### *To eliminate racism from schools and department workplaces, we need strong leadership to drive anti-racism initiatives and a committed workforce that can prevent and counter racism.*

### Understand racism and its impacts

### All leaders:

### maintain data on reports and incidents of racism and their resolution

### support employees to build an understanding of racism and the skills needed to counter it.

### All staff:

### commit to understanding all forms of racism, and its impacts on individuals and society

### recognise the historical and ongoing impact of racism on Aboriginal and Torres Strait Islander Peoples and communities

### participate in ongoing professional learning to deepen understandings.

### Take action to prevent racism

### All leaders:

### establish and implement evidence-based, system-wide initiatives to eliminate racism

### build cultures of respect, safety and inclusion.

### In addition, school leaders:

### implement educational practices that reflect high expectations for students of all cultural, linguistic and religious backgrounds

### provide resources and supports that are equitable and inclusive of the needs of students and staff from culturally, linguistically and religiously diverse backgrounds

### implement strategies to increase the knowledge and understanding of all students and staff of Aboriginal and Torres Strait Islander Peoples, histories, cultures, and experiences

### develop and implement culturally safe, inclusive and responsive programs to ensure students learn in a supportive environment free from prejudice and discrimination

### collaboratively develop and implement whole-school anti-racism strategies to eliminate racism.

### All staff:

### engage in respectful conversations about race and racism

### maintain culturally inclusive and responsive practices and culturally safe workplaces.

### Respond effectively to racism

### All leaders:

### establish and maintain procedures to respond to reports and incidents of racism

### implement action to address and resolve incidents and reports of racism

### identify and acknowledge all incidents of racism and use them to inform action taken to prevent future occurrences.

### In addition, school leaders:

### support all members of the school community who experience or witness racism

### use [restorative practice approaches](https://education.nsw.gov.au/schooling/school-community/attendance-behaviour-and-engagement/behaviour-support-toolkit/support-for-teachers/restorative-practices/restorative-practices) to help students understand their behaviour and impact on others.

### All staff:

### take every incident or report of racism seriously

### consistently follow local procedures to report and respond to incidents of racism

### support colleagues and stakeholders who experience or witness racism.

## School Procedures

All staff complete appropriate mandatory training

* + Anti Racism policy training (every 2 years)
  + Aboriginal Cultural Education – Let’s take the first step together (every 3years)

The ARCO delivers Anti Racism education to staff on a regular basis; during staff meetings and development days as well as required.

Anti racism education resources are made available to all staff in One Note [Anti-Racism](onenote:https://schoolsnsw-my.sharepoint.com/personal/melanie_meers_det_nsw_edu_au/Documents/SPC/Staff%20Notebooks/Anson%20Street%20School%20Staff/_Content%20Library/Anti-Racism.one#section-id={76731CFA-C43E-41E0-8A9A-47088E49FB5F}&end)  ([Web view](https://schoolsnsw-my.sharepoint.com/personal/melanie_meers_det_nsw_edu_au/_layouts/OneNote.aspx?id=%2Fpersonal%2Fmelanie_meers_det_nsw_edu_au%2FDocuments%2FSPC%2FStaff%20Notebooks%2FAnson%20Street%20School%20Staff&wd=target%28_Content%20Library%2FAnti-Racism.one%7C76731CFA-C43E-41E0-8A9A-47088E49FB5F%2F%29))

Racism is addressed by all staff at Anson Street School. Incidents of racism are recorded on Sentral as either minor or major incidents. The ARCO is notified of the incident and supports in the management of this incident.

## Record-keeping requirements

The policy procedure is kept in the Anson St Staff One Note – Policies and Procedures

Incidents of racism can be reported to the ARCO in the following ways:

* via a Sentral notification (tag ARCO in incident)
* email [catherine.griffen@det.nsw.edu.au](mailto:catherine.griffen@det.nsw.edu.au)
* in person (a record of conversation will be recorded)

## Mandatory tools and templates

## Mandatory professional learning, [Anti-Racism Policy Training (staff only)](https://myplsso.education.nsw.gov.au/mylearning/catalogue/details/b569a4c8-b187-eb11-85a9-0003ff1502fa)

## Information on nominating [Anti-Racism Contact Officers](https://education.nsw.gov.au/teaching-and-learning/multicultural-education/anti-racism-education/arcos).

## Supporting tools and resources

## [Anti-racism strategy](https://education.nsw.gov.au/about-us/strategies-and-reports/anti-racism-strategy)

## [Anti-racism education](https://education.nsw.gov.au/teaching-and-learning/multicultural-education/anti-racism-education)

## [Aboriginal education in NSW public schools](https://education.nsw.gov.au/teaching-and-learning/aec/aboriginal-education-in-nsw-public-schools)

## [Multicultural education](https://education.nsw.gov.au/teaching-and-learning/multicultural-education)

## [Anti-bullying](https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying)

## [Racism. No Way! Ext](https://racismnoway.com.au/)

## [Behaviour code for students](https://education.nsw.gov.au/policy-library/policyprocedures/pd-2006-0316/pd-2006-0316-01)

## [Closing the Gap](https://education.nsw.gov.au/about-us/strategies-and-reports/our-reconciliation-action-plan/resources/closing-the-gap)

## [Diversity, Inclusion and Belonging Strategy 2023-26](https://education.nsw.gov.au/about-us/strategies-and-reports/diversity-inclusion-and-belonging-strategy-2023-2026)

## [Reconciliation Action Plan](https://education.nsw.gov.au/about-us/strategies-and-reports/our-reconciliation-action-plan)

## [Wellbeing framework for schools](https://education.nsw.gov.au/student-wellbeing/whole-school-approach/wellbeing-framework-for-schools)

## Related policies and legislation

## [Multicultural education policy](https://education.nsw.gov.au/policy-library/policies/pd-2005-0234)

## [Aboriginal education policy](https://education.nsw.gov.au/policy-library/policies/pd-2008-0385)

## [Student welfare policy](https://education.nsw.gov.au/policy-library/policies/pd-2002-0052)

## [Student behaviour policy](https://education.nsw.gov.au/policy-library/policies/pd-2006-0316)

## [Controversial issues in schools policy](https://education.nsw.gov.au/policy-library/policies/pd-2002-0045)

## [Complaints handling policy](https://education.nsw.gov.au/policy-library/policies/pd-2002-0051)

## [Values in NSW public schools](https://education.nsw.gov.au/policy-library/policies/pd-2005-0131)

## Contact

This section will appear in a collapsible show hide. Provide 2 contact channels.

Principal

e. ansonst-s.school@det.nsw.edu.au

p. 02 6362 4563

## Monitoring the policy

This section will appear in a collapsible show hide.

The Principal monitors the implementation of this procedure.

# Metadata

The following details will be displayed in a side column in the Policy Library.

### Policy team to complete:

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| --- | --- |
| Reference number | <PD-YYYY-NNNN-VNN.N.N> |
| Implementation date | 9th October 2023 |
| Last updated |  |
| Publicly available | Yes |
| Review Date |  |