

Eastwood Heights Public School

Lincoln Street
Eastwood 2122
Phone: 9876 4732
Email: eastwoodht-p.school@det.nsw.edu.au
Web: eastwoodht-p.schools.nsw.gov.au

Anti-Racism Policy

1. Policy Statement

1. The department rejects all forms of racism.
2. No student, employee, parent, carer, or community member should experience racism at school or in a department workplace.
3. Racism has a particular impact on Aboriginal and Torres Strait Islander peoples and may take forms that are distinct from other types of racism. Staff must provide an environment of cultural safety for all Aboriginal and/or Torres Strait Islander students, staff, parents, carers, and community members.
4. To help establish and maintain culturally safe environments:
 1. the department entered into a partnership with the NSW Aboriginal Education Consultative Group Incorporated (NSW AECG Inc.), [Walking together, working together 2020-2030 \(PDF 5 MB\)](#), which fosters collaboration with schools to promote, acknowledge and value Aboriginal histories and cultures
 2. Aboriginal Education advisors and officers assist schools to incorporate the cultural contexts, values, and practices of local Aboriginal and Torres Strait Islander communities into the delivery of education.
5. All staff have a responsibility to eradicate expressions of racism and challenge the attitudes that allow them to emerge by:
 1. recognising and respecting Aboriginal peoples as the First Peoples
 2. embracing the value and benefits of the cultural, linguistic, and religious diversity of NSW
 3. challenging prejudiced attitudes and ensuring that appropriate action is taken to address racist behaviours and systems that deny equitable access to educational opportunity.
6. All schools are required to have a trained Anti-Racism Contact Officer who assists the principal to lead anti-racism education and address incidents of racism.

2. Context

1. The [Anti-Discrimination Act 1977](#) (NSW) and the [Racial Discrimination Act 1975](#) (Cth) make racial discrimination and vilification illegal in NSW. The [Crimes Amendment \(Publicly Threatening and Inciting Violence\) Act 2018](#) (NSW) makes threatening or inciting violence on the grounds of race, religion, sexual orientation, gender identity or intersex or HIV/AIDS status a criminal offence under NSW law. The [Multicultural NSW Act 2000](#) promotes the equal rights and responsibilities of all the people of NSW. These Acts provide the legislative context for this policy.
2. The NSW AECG Inc. partnership agreement, [Walking together, working together 2020-2030 \(PDF 5 MB\)](#), as well as the department's [Aboriginal education policy](#), [Complaints handling policy](#), [Code of conduct policy](#), [Management of conduct and performance policy](#) and [Multicultural education policy](#) detail related requirements that complement this policy.

3. The Anti-racism procedures support this policy.
4. Other department policies, guidelines, and procedures relevant to and complementing this policy include:

[Student welfare policy](#)

[Student behaviour policy](#)

[Behaviour code for students](#)

[Values in NSW public schools](#)

[Wellbeing framework for schools](#)

[Controversial issues in schools policy](#)

[Closing the Gap](#)

3. School Context

Anti-Racism Contact Officer (ARCO)

Mrs Joyce Yee (Mon, Tues, Fri) Ms Ljiljana Prothero (Wed – Thurs)

The Role of Eastwood Heights Public School Anti-Racism Contact Officer (ARCO)

ARCOs play a critical role in countering racism in schools. An ARCO is a teacher or executive member of staff who has been nominated by the principal to support anti-racism education in the school.

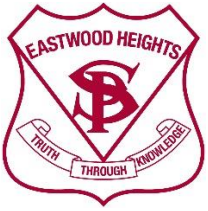
The ARCO's role is to:

Promote anti-racism education:

- Provide advice on incorporating whole school anti-racism education strategies in school planning
- Facilitate professional learning to build awareness of the impact of racism on social cohesion, student learning and wellbeing
- Assist teachers to access resources which build awareness and understanding of the impacts of racism
- Promote upstanders responses to incidents of racism for staff and students.

Support the reporting process:

- Provide advice to students, staff and community members about how to report racism
- Support teachers to address reports of racism involving students through approaches such as restorative practice which promote respectful behaviours
- Manage reports of racism made by students against other students in accordance with the Student behaviour policy and the school's behaviour procedures
- Provide impartial support to the person making the report of racism during the process to increase the likelihood of a satisfactory outcome
- Provide advice related to the impact of racism to the principal and/or nominated staff member managing the report



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Collect Data:

- Maintain records of reports of racism and outcomes
- Identify which datasets regarding racism should be collected
- Analyse significant statistical trends in relation to reports of racism.

Related documents:

- **Anti-Racism Education Advice for Schools**
- **EHPS Anti-Bullying-Preventing and Responding to Student Bullying in Schools Policy**
- **EHPS Wellbeing Policy**
- **Partnership Agreement 2020-2030**
- **Anti-racism Strategy 2024-2035**