

# **POLICY: ANTI-RACISM**

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## **1. Rationale**

The Commonwealth Racial Discrimination Act (RDA) aims to ensure that people living in Australia can enjoy their human rights and freedoms in full equality. The RDA applies to everyone in Australia including businesses, schools, all areas of society and Government.

The Commonwealth Racial Hatred Act of 1995 extends the coverage of the Racial Discrimination Act to allow people to complain about racially offensive or abusive behaviour. The goals and practices outlined in this policy statement support a whole school approach to values education as expressed in the school mission statement.

## **2. Aims**

St Michael's Primary 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.

We believe that:

- 2.1. Every child has a right to learn and feel safe, secure, valued and respected.
- 2.2. Parents and teachers are partners.
- 2.3. No student, employee, parent, caregiver or community member should experience racism within the learning or working environments of the department.
- 2.4. The multicultural nature of our school is something to be celebrated.
- 2.5. In line with our Mission Statement, racism is inconsistent with the ethos of St Michael's.
- 2.6. In the school situation, respect, tolerance and acceptance are essential qualities that must be instilled into students of all ages.
- 2.7. The successful integration into society of people from diverse backgrounds and beliefs can be facilitated if schools engage in suitable educational and awareness raising activities.
- 2.8. 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 St Michael's.
- 2.9. It is the duty of all members of the school community to ensure that all forms of racism are non-existent at St Michael's.

## **3. Implementation**

- 3.1. Ensure that all staff members are aware of the Catholic Education Diocese of Parramatta's Countering Discrimination, Harassment and Bullying Policy which encompasses state and commonwealth legislation.
- 3.2. 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 a no tolerance attitude is applied against racist and discriminatory behaviours.
- 3.3. Through Sharing Our Story, we educate our students to be loving and accepting people, using Jesus as our role model.

- 3.4. Welcome suggestions from any member of the school community as to how our students can continue to enjoy a racist free environment.
- 3.5. In this school anti-racism is the norm and timely and professional responses are given to complaints regarding racism. All staff are encouraged to be vigilant and to deal with any incidents of racism immediately.
- 3.6. Consult a member of the Leadership Team regarding any incidents of racism.
- 3.7. Put in place follow-up procedures to ensure that the situation has been rectified.
- 3.8. Follow up incidents of racism on a regular basis for as long as necessary.
- 3.9. Students are regularly reminded of the classroom and playground pointers both in class and at whole school assemblies.
- 3.10. Remind staff at regular intervals to deal firmly and fairly with all forms of inappropriate student behaviour at the school.
- 3.11. The full support of each and every member of the leadership team is available to any staff member who is dealing with any form of racism within the school.
- 3.12. Be open to professional development opportunities when they arise.
- 3.13. Purchase any necessary resources to support classroom lessons.

#### **4. Evaluation**

The policy will be evaluated on an annual basis.