

# Windale Public School Anti-Racism Plan 2019-2020

**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. Racism has damaging effects on individuals, families and communities and the learning and working environment.**

## **Windale Public Schools Commitment**

Our school rejects all forms of racism by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing. Executive staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where racism is less likely to occur.

## **Anti- Racism Contact Officer (ARCO)**

All schools are required to have a trained Anti-Racism Contact Officer (ARCO). This officer assist parents, staff and students who have complaints regarding racism and facilitates the complaints handling process. We make a commitment to promote the role of the ARCO so parents, staff and students understand that support is available, we do this through introducing our ARCO on the school Facebook page, in the school newsletter and on the school website. When a complaint of racism is made the ARCO will support the handling of complaints of racism.

The ARCO manages complaints of racism made by students against other students in accordance with the Behaviour Code for Students and the school's Wellbeing Procedures. They refer complaints of racism made by staff and community members to the appropriate executive staff. The ARCO supports the complainant during the complaints handling process and provides advice to the principal. The Complaints Handling Policy is used to manage complaints where appropriate. For complaints of racism involving staff members or members of the community, the ARCO provides advice to the complainant on the Complaints Handling Procedures and supports the complainant in the process. The principal will nominate a complaints manager to lead the process for resolving the complaint.

## **Complaints procedure**

Complaints of racism are referred to the ARCO as soon as practicable. The ARCO will speak with the complainant and assess if it is appropriate to seek a resolution, consistent with the Complaint Handling Policy. If an informal resolution is not appropriate or possible, the ARCO may assist the complainant to put the complaint in writing if necessary and inform the complainant of the relevant procedure and their rights. The ARCO will then refer the matter to the complaints manager who is nominated by the principal. It is not the role of the ARCO to lead any negotiation that seeks a formal resolution or to make decisions regarding complaints. We will ensure that the school community is aware of the complaints procedures by publishing it on our school website and in our newsletter each semester.

## **The complaint manger's role**

The complaint manger is the principal or nominated executive staff who manages, approves or conducts formal action such as negotiation or investigation.

## **Professional learning**

Staff will be supported with professional learning that provides evidence-based ways to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify and respond effectively to racism.

### **Dates      Communication topics and Professional Learning**

Term 1	Anti-Racism Policy and procedures
Ongoing	Student Wellbeing Framework
Ongoing	Professional Readings

### **Teaching strategies**

Teaching and learning programs contain culturally inclusive content and anti-racism messages are incorporated into the schools anti-bullying plan and Positive Behaviour for Learning lessons. Staff model respectful behaviour and inclusive practices always in their professional role.

At Windale Public School we provide teaching and learning experiences that address

- promoting acceptance of and respect for Australia's cultural, linguistic and religious diversity
- challenging attitudes
- ensuring that sanctions are applied against racist and discriminatory behaviours

### **Engaging parents and community**

Windale Public School actively seeks parent and community participation in the school and work to ensure we have a collaborative home-school partnership and work together in response to our student's needs. Our school provides information to parents and community members about their rights and responsibilities in relation to racism, including the role of the ARCO and the complaints handling procedures.

### **Reporting**

Data is collected regarding complaints of racism to determine what interventions and actions the school needs to take.

### **Principals Statement**

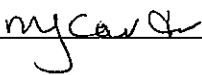
At Windale Public School we build relationships with all stakeholders based on transparency, honesty and mutual respect. Children are at the centre of every decision we make and everything we do.

Meeting the academic, social and wellbeing needs of the children in our school is our first priority. The Anti-Racism Plan is a positive step in ensuring a consistent approach to deal with instances of racism and anti-social behaviour.

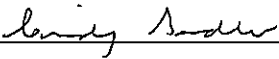
We expect the whole school community to take an active stand against any form of racism and to support the view that racism is not tolerated in any form at Windale Public School.

Completed by: Melissa Carter

Position: Teacher. REL Assistant Principal

Signature:  Date: 9/4/2019

Principal name: CINDY SADLER

Signature:  Date: 9/4/2019

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