



Anti-Racism Policy

To effectively counter racism, anti-racism education strategies are implemented across the full range of a school's activities. Under the Department's [Anti-Racism Policy](#), principals are responsible for including anti-racism education strategies in their school plans and reporting on their implementation in Annual School Reports. Under the policy, the nomination and training of an Anti-Racism Contact Officer (ARCO), is also the responsibility of the principal.

INDICATORS OF RACISM

Recognising racism in schools may be difficult, as racism manifests itself in a range of ways, some more clearly discernible than others. Some indicators of racism include the following:

- hostility or lack of co-operation between groups
- appearance of racist graffiti
- promotion of racist propaganda
- display of racist behaviour, including comments, ridicule or abuse, cyber racism, as well as physical harassment and assault
- existence of discriminatory practices, including:
 - low expectations for some groups of students
 - non-inclusive policies, curriculum and pedagogy denying certain groups access to a wide curriculum.

COMPLAINTS HANDLING

The ARCO supports the handling of complaints of racism in a number of ways by:

- managing complaints of racism made by students against other students in accordance with the [Behaviour Code for Students](#) (see *Appendix A*) and the school's discipline and wellbeing procedures
- referring complaints of racism made by staff and community members to appropriate executive staff members
- providing advice on the complaints handling process to students, staff and community members
- supporting the complainant during the complaints handling process
- providing advice to the principal and/or nominated complaints manager.

The ARCO will follow the Managing complaints of racism flowchart (see *Appendix Q*).

STUDENT WELLBEING

APPENDIX Q

MANAGING STUDENT COMPLAINTS OF RACISM

