



Crawford Public School

Anti-Racism Policy

(Revised October, 2013)

Statement of Purpose

At Crawford Public School our Anti- Racism Policy is written to meet the needs of each student and community member in the school. At Crawford we aim to eliminate racial discrimination by following departmental guidelines.

The staff at Crawford Public School contributes to positive relationship building by promoting acceptance and an understanding of our community's cultural and religious diversities. We ensure that a member of staff is specifically trained as the Anti-Racism Contact Officer (ARCO) to provide professional assistance with complaints and allegations regarding racism.

Managing Racist Behaviour

Crawford Public School strives to eliminate racist behaviours through educating our staff, students and community through positive educational programs and initiatives such as Multicultural Assemblies and Country studies.

In the event of a racist incident Staff are required to inform the ARCO of details of the event. The ARCO will then make enquires into the incident and seek further guidance if required. All details of racism incidences will be recorded on Sentral and copies will be held in the schools **Anti-Racism Registration Folder** located in the principals office.

Identifying Racist Behaviour

The following is an outline of racist behaviours and their effects:

Indicators of Racism:

- Refusal to co-operate with people from different groups
Refusing to interact with people because of their cultural or linguistic backgrounds
- Racist Propaganda
Promoting or creating slogans against cultural or linguistic backgrounds
- Racist Comments and ridicule or abuse (verbal or written)
Teasing, mimicking or "joking" about elements of people's cultures.
- Judgments based on stereotypes
Making assumptions regarding cultural or religious values.
- Discriminatory policy or procedures
*Ignoring or not responding to racist comments or suggestions.
Unfair or undue treatment of an individual because of their cultural, religious or linguistic background.*
- Non-inclusive curriculum or teaching practices
Not providing adequate teaching and learning opportunities for students because of their cultural, religious or linguistic background.
- Physical assault and harassment
Intimidating and bullying others because of their cultural, religious or linguistic background.

Effects of Racism:

- Educational Outcomes
Lower rates of attendance, retention and participation in school for students from some cultural and linguistic groups due to lack of recognition and development.
- Individuals happiness and self-confidence
Demonstrating low self-esteem, withdrawal, anxiety and depressed behaviours.
- School Climate
Lack of friendship and co-operation between individuals from different cultural groups.
- Cultural Identity
Rejection of own culture and cultural practices.
- School/Community Relations
Lack of confidence from parents and community members within the school and education system.
- Student Behaviour
*Withdrawn, poor concentration and attendance and inability to concentrate or engage in learning.
Aggressive, disruptive and violent reactions by students who are the victims of racism.*

Informing ARCO of Racism Behaviour

All members of the Crawford Public School community are required to report all incidences of perceived or true racist behaviours. This is to be done by approaching the school's trained Anti-Racism Contact Officer (ARCO) who will be introduced to the community at the beginning of each school year.

After approaching the schools ARCO the complaint is to complete the **ARCO Notification Form** on Sentral stating concerns regarding the incident. The ARCO will then enquire into the incident gathering statements and information from all parties involved. He or she will then make a valued judgment on how to best deal with the incident with the information obtained and will complete a follow-up on Sentral.

The concern may require further enquiry depending on the severity of the incident. This will be in accordance with the **Responding to Suggestions, Complaints and Allegations (2001)** document to ensure that the concern is adequately handled. This is completed in consultation with the principal or his/her delegate.

Actions that may be taken by the ARCO:

- Education plans to enhance understanding.
- Mediation.
- Caution and monitoring of further incidences.
- Time out from playground – In consultation with Supervisor or executive member.
- Contact with parent / caregivers.
- Social skills training.
- Further enquiry with the principal or his/ her delegate.

If the student, staff or community member is found to be responsible for actions of a racist nature he or she could face disciplinary action.

This policy was created with consultation with the Department of Education *Anti-Racism Policy*, the *Responding to Suggestions, Complaints and Allegations Handbook* documents and the Racism. No way. Website – www.racismnoway.com.au



Procedures for addressing Racism at Crawford Public School.

Incident Occurs:

This could include name-calling, physical violence, comments or exclusion based on someone's ethnic or religious background.

Student/s make a complaint to a teacher regarding the incident or a witness informs a teacher.

Parent or community member makes a complaint to a teacher or school regarding the incident.

Teacher/staff member completes an "Anti-Racism Notification Form" on Sentral and includes as much information as possible and gives it to the school's Anti-Racism Contact Officer (ARCO). (Including the names of any witnesses and whatever action has been taken)

ARCO talks to the complaint and documents their version of the incident, then to the alleged and any witnesses to obtain all information fairly.

The following steps are followed if racism is founded and the outcome is usually dependent on the victim of racism and what they would like to occur.

If the individual did not completely understand the implications of what he or she has said. The ARCO explains that comments/actions of that nature are not tolerated at CPS and his/her name has been documented on the ARCO register for future reference.

There may be an apology or restitution to ensure the individual understands the extent of their behaviour.

If the individual is aware of what occurred and they intended to say or do what was alleged then they will be counseled and appropriate measures will be put in place to address the issue.

This may be a phone call home, researching various cultures/religion, mediation with the person/s Involved.

The ARCO explains that comments/actions of that nature are not tolerated at CPS and his/her name has been documented on the ARCO register for future reference.

Further action may be required depending on the severity of incident and will be addressed according to the Department of Education *Responding to Suggestions, Complaints and Allegations Handbook*.