



ANTI-RACISM POLICY

PURPOSE

At Sylvania High School, Racism is managed in accordance with the [NSW Department of Education Anti-Racism Policy](#). Local procedure below also apply.

Racism is prejudice, discrimination, or antagonism of a person or people on the basis of their racial or ethnic group. Racism is unacceptable and will not be tolerated at Sylvania High School. Students behaving in a racist manner will be referred to the Head Teacher of Wellbeing or the Anti-Racism Contact Officer (ARCO). Incidents of racism will be addressed through both education and the imposing of consequences for the perpetrator.

POLICY STATEMENT

This policy applies to all members of the Sylvania High School community and is guided by:

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 \(PDF 198 KB\)](#) (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.

1. 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.
2. The Anti-racism procedures support this policy.
3. Other department policies, guidelines and procedures relevant to and complementing this policy include:
 - [Student health and wellbeing 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](#)

PROCESSES AND PROCEDURES

Racism and racial discrimination are not tolerated at our school. All complaints will be taken seriously and responded to sensitively. Students who may be experiencing racism and racial discrimination, or students who have witnessed this behaviour, are encouraged to report their concerns to school staff as soon as possible. Reporting incidents as early as possible helps the school to take appropriate action sooner and to achieve

better outcomes.

Sylvania High School will support staff, students and the community to understand racism and preventative actions against racism and discrimination by:

- implementing evidence-based, system-wide initiatives to eliminate racism
- build cultures of respect, safety and inclusion.
- implement educational practices that reflect high expectations for students of all cultural, linguistic and religious backgrounds
- provide resources and supports that are equitable and inclusive of the needs of students and staff from culturally, linguistically and religiously diverse backgrounds
- implement strategies to increase the knowledge and understanding of all students and staff of Aboriginal and Torres Strait Islander Peoples, histories, cultures, and experiences
- develop and implement culturally safe, inclusive and responsive programs to ensure students learn in a supportive environment free from prejudice and discrimination
- collaboratively develop and implement whole-school anti-racism strategies to eliminate racism
- engage in respectful conversations about race and racism
- maintain culturally inclusive and responsive practices and culturally safe workplaces.

Sylvania High School will respond to racism and racial discrimination in the following ways:

- established local procedures that respond to reports and incidents of racism
- implement action to address and resolve incidents and reports of racism
- identify and acknowledge all incidents of racism and use them to inform action taken to prevent future occurrences.
- support all members of the school community who experience or witness racism
- use [restorative practice approaches](#) to help students understand their behaviour and impact on others.
- take every incident or report of racism seriously
- consistently follow local procedures to report and respond to incidents of racism
- support colleagues and stakeholders who experience or witness racism.

STUDENT REPORTING

In the first instance, students should speak with their teacher. However, students are welcome to discuss concerns with any trusted member of staff including other teachers, wellbeing staff, educational support staff or the principal. Parents or carers who are concerned their child is involved in, or has witnessed racism or racial FPS Preventing and Responding to Racism Policy - 2023 5 discrimination at Flemington Primary School should contact the Anti Racism Coordinator (ARCO) or the Head Teacher Wellbeing via school reception.

STAFF REPORTING

The ARCO is responsible for investigating allegations of racism and racial discrimination in a timely and sensitive manner.

To appropriately investigate an allegation of racism, the ARCO will:

- Listen to the impacted student to understand their needs, to ensure they are not retraumatised and to understand if they wish to take further action

- Speak to the those involved in the allegations, including the target/s, the individuals allegedly engaging in racism and racial discrimination and any witnesses to the incidents
- Speak to the parent/carer(s) of the individual involved
- Speak to the teachers of the individual/s involved
- Take detailed notes of all discussions for future reference
- Obtain written statements from all or any of the above, as required.

Responding to racism and racial discrimination

When the ARCO has sufficient information to understand the circumstances of the alleged racism and racial discrimination and the individuals involved, they will consider different strategies to address the behaviour and to support affected individuals in consultation with teachers.

There are several factors that will be considered when determining the most appropriate response to the behaviour including:

- The age, maturity and particular circumstances of the individual/s involved
- The severity and frequency of the racism and racial discrimination, and the impact it has had on the target Individual
- Whether the Individual/s engaging in racism and racial discrimination demonstrates insight or remorse for their behaviour

The ARCO may implement all, or some of the following responses to racism and racial discrimination:

- Ensure appropriate supports for the target individual are provided
- Ensure appropriate supports for the individual/s engaging in racism and racial discrimination
- Offer support to affected students, including witnesses and/or friends of the target student, including referral to Student Support Service Officers
- Facilitate a restorative meeting with students involved
- Effective restorative process with all students involved in the racism and racial discrimination
- Provide discussion and/or mentoring for different social and emotional learning competencies of the students involved, including social support groups
- Monitor the behaviour of the students involved for an appropriate time and take follow up action if necessary
- Implement disciplinary consequences for the students engaging in racism and racial discrimination, which may include removal of privileges, detention, suspension.

Sylvania High School understands the importance of monitoring and following up on the progress of students who have been involved in or affected by racism and racial discrimination. Where appropriate, school staff will also provide parents and carers with updates on the management of these incidents. The ARCO is responsible for maintaining up to date records of the investigation of and responses to racism and racial discrimination.

SUPPORTING TOOLS, RESOURCES AND RELATED INFORMATION

- [Anti-racism strategy](#)
- [Anti-racism education](#)
- [Aboriginal education in NSW public schools](#)
- [Multicultural education](#)
- [Anti-bullying](#)
- [Racism. No Way! External link](#)
- [Behaviour code for students](#)
- [Closing the Gap](#)

- [Diversity, Inclusion and Belonging Strategy 2023-26](#)
- [Reconciliation Action Plan](#)
- [Wellbeing framework for schools](#)

Related information

- [Multicultural education policy](#)
- [Aboriginal education policy](#)
- [Student welfare policy](#)
- [Student behaviour policy](#)
- [Controversial issues in schools policy](#)
- [Complaints handling policy](#)
- [Values in NSW public schools](#)

The Anti-Racism Policy is to be reviewed annually are at the discretion of the principal.