

These procedures were reviewed and updated in **October 2018**.

In recent years, Australians have become increasingly aware of the role of various forms of racism in Australian history and society as a whole. Silence and denial are fundamental to racism. Racism is perpetuated by silence and denial. Those who suffer most from racism must be given the means whereby they can have confidence in the various mechanisms to combat and challenge the unacceptable.

While the external avenues are important the school must provide mechanisms for action. These procedures and structures are a means of addressing racism in a way which promotes effective redress and racial harmony.

Eagle Vale High School rejects racism in all its forms. It is committed to the elimination of racial discrimination of any kind.

This set of procedures reflects the Anti-racism Policy and the education advice for schools (2017), NSW Anti-Discrimination Act (1977), NSW Disability Discrimination Act (1992),

PRINCIPAL

The Principal will ensure that:

- Allocate resources and responsibilities for the implementation of these procedures.
- Ensure that the school community is familiar with the Anti-racism Procedures and the grievance procedures
- Develop, implement, review and evaluate the Anti-racism Procedures.
- Assist staff in developing strategies for addressing racism in appropriate subject areas and across the curriculum.
- Intervene to prevent racism from occurring and to redress its effects if preventative measures are not possible.
- Monitor implementation of the procedures and the working environment in its effects if preventative measures are not possible.
- Implement the formal complaints handling policy as required.
- Collect data on the implementation and effectiveness of anti -racism education at the school.

EXECUTIVE AND TEACHING STAFF

The Executive and Teaching Staff will:

- Ensure the curriculum content and teaching methods are congruent with and support the Procedures.
- Develop strategies in the school for increasing student understanding of racism.

- Monitor the school environment in terms of racist attitudes and behaviours and intervene to prevent racism from occurring in the school environment.

ANTI RACISM CONTACT OFFICER

The ARCO will:

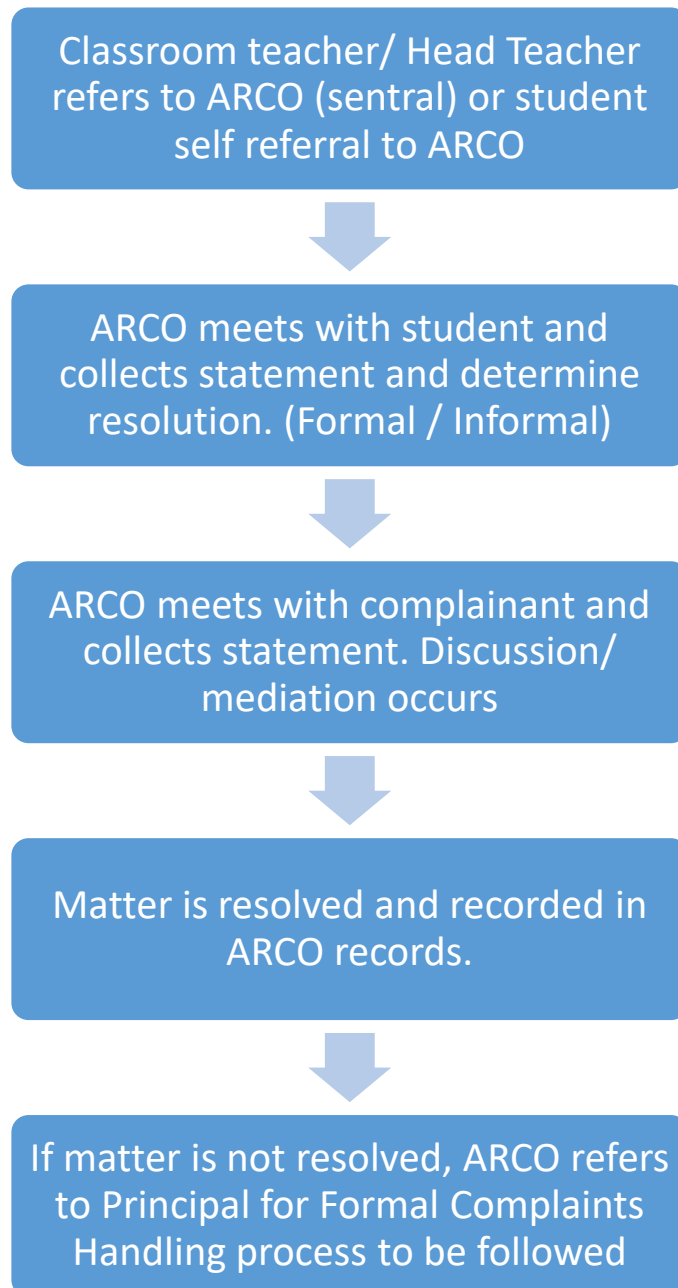
- Provide information to parents and community members about their rights and responsibilities in relation to racism including the role of the ARCO.
- Support the handling of complaints of racism in accordance with the Behaviour Code for students.
- Refer complaints of racism made by staff and community members to appropriate executive staff members.
- Provide advice on the complaints handling process to students, staff and community members.
- Supporting the complainant during the complaints handline process.
- Provide advice to the principal and/or nominated complaints manager.
- Promote education in the school.
- Liaise with the Principal in the development of education strategies in school planning.

STUDENT ENGAGEMENT

Students will:

- Learn about historical and political events in the classroom and through wellbeing programs.
- Have access to resources.

Student Complaint Procedures



Teacher Complaint Procedure

Complaint about teacher is referred to ARCO. Proforma available for written statement



ARCO meets with student/ teacher and collects statements and determines resolution. (Formal/ Informal)



ARCO meets with complainant and collects statements. Discussion/ mediation occurs



Matter is resolved and recorded in ARCO records



If matter is not resolved, ARCO refers to Principal for Formal Complaints Handling process



All ARCO files are scanned and sent to Principal and stored in secure file.