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| Mayfield East Public School  Anti-Racism Policy  2016  Connect, Succeed, Thrive    Mayfield East Public School  32 Crebert St Mayfield 2306  Phone 49681495 Fax 49683236  Email [mayfielde-p.school@det.nsw.edu.au](file:///C:\Documents%20and%20Settings\AHARRISON22\Local%20Settings\Temporary%20Internet%20Files\Content.IE5\FDDZQJ3V\mayfielde-p.school@det.nsw.edu.au) |

**MAYFIELD EAST PUBLIC SCHOOL ANTI-RACISM POLICY**

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.

In line with NSW DET policy, all forms of racism are unacceptable at Mayfield East Public School. No student, employee, parent, caregiver or community member should experience racism, including direct or indirect harassment within the learning and working environments of the department.

**In order to achieve these outcomes, at MEPS specifically we will:**

* Counteract the causes and redress the effects of racism in the context of the school, the school community and the curriculum.
* Protect the rights of students and staff to achieve their full potential in an environment which encourages the affirmation of their cultural identity.
* Provide those who need it with a range of avenues of complaint and redress.
* Ensure that everyone in the school understands and fulfils their responsibilities in the implementation of this policy.
* Appoint a teacher to be trained as the Anti Racism Contact Officer (ARCO).
* Inform the students that Miss Lee is the ARCO and that they can report issues to her. Alternatively, they can speak to another trusted teacher who can pass the information on to Miss Lee.
* Maintain a register of reports of racism.

**The Principal will:**

* Allocate resources and responsibilities for the implementation of the policy.
* Ensure that the school community is familiar with the Anti-Racism Policy and the grievance procedures.
* Develop, implement, review and evaluate the Anti-Racism Policy.
* 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 policy and the working environment in its effects if preventative measures are not possible.

This document is in compliance with the Department of Education and Training ‘Polices and Procedures’ Guidelines

**Executive and Teaching staff will:**

* Ensure that curriculum content and teaching methods are congruent with and support the Anti-racism policy.
* 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.

For a copy of the Department of Education and Training Anti-Racism Policy <https://www.det.nsw.edu.au/policies/student_serv/equity/antiracism/PD20050235.shtml>

**School wide strategies to build racial tolerance.**

* NAIDOC Week activities
* Harmony Day
* Socialskill streaming lessons

**What is an ARCO – Anti-Racism Contact Officer?**

The role of the ARCO is to assist any member of the school community who wishes to bring a complaint of racism. The ARCO may assist in putting the complaint into writing and explaining to the complainant their rights and responsibilities in relation to the procedures contained in the Responding to Suggestions, Complaints and Allegations policy. The key role is to respond professionally as a mediator to any suggestions or complaints regarding racism at school and to contribute together with other members of the staff to promote anti-racism education.

At Mayfield East Public School the current ARCO is Rebecca Lee.

The following websites provide useful information in relation to anti-racism strategies:

[www.racismnoway.com.au](http://www.racismnoway.com.au)

[www.multiculturalaustralia.edu.au](http://www.multiculturalaustralia.edu.au)

[www.harmony.gov.au](http://www.harmony.gov.au)

[www.myplace.edu.au](http://www.myplace.edu.au)

**Monitoring, evaluating and reporting the policy**

The school, along with the community will monitor and evaluate the effectiveness of the policy every second year and re-evaluate its effectiveness. This will be reported in the school plan.