

# BIDWILL PUBLIC SCHOOL



## ANTI-RACISM POLICY

DEVELOPED NOVEMBER 2009

# Purpose

Bidwill Public School is firmly committed to providing an education service which encourages all students to strive for excellence and to fulfil their potential. Maximising education outcomes means providing equality of opportunity for all students and employees, including those who are Aboriginal or from a non English speaking background. If students and employees are to perform at their best, they must learn and work in environments free from discrimination and harassment. Only with such environments can a partnership between schools and parents be fostered successfully and the growth and development of students ensured.

Through this policy, Bidwill Public School rejects racist behaviour and makes a commitment to eradicating racist discrimination and harassment in the learning and working environment for which it is responsible.

The policy gives the framework for implementing racist discrimination and harassment grievance procedures. These procedures provide avenues of redress to those students and employees who are subjected to racism. The policy complements a range of other initiatives which affirm cultural diversity and uphold the rights of all individuals and groups in our society.

Bidwill Public School holds the following expectations of all members of our school community:

*We behave, speak and treat one another in respectful ways (RESPECT)*

*We understand that everyone is different, and we respect those differences (FAIR GO)*

*We look out for one another, and offer our support when others need our help (HAVE A GO)*

This policy outlines the responsibilities of all staff and students and how parents can assist, to ensure that our school is beyond racism and safe for everyone.

# What Is Racism?

Racism refers to any belief, attitude, behaviour or practice that reflects an assumption, stated or implied, of superiority of one cultural group over another. It is expressed through prejudice or discrimination and may take various forms, including verbal, physical, social, psychological and electronic. It can be overt or covert and directed against individuals or groups. Racism can also be institutionalised into policies, practices and structures.

Racism is directed towards individuals or groups on the basis of their race, colour, descent, nationality, and/or ethnicity. It can be based on actual or supposed features of body, culture, language, religion, history or other attributes. In this policy, the terms *racial*, *racist* and *racism* encompass this range.

Racism may occur in the following contexts:

- between students
- between students and teachers
- between students and other employees or volunteers

## Identifying Racist Behaviour

✚ Racist behaviour may be defined as any hostile or offensive or expression by a person of one racial and ethnic origin against a person of another racial group or ethnic origin or any incitement to commit such an act in such a manner that interferes with the peace and comfort of an individual

✚ Physical assault because of colour and/or ethnicity

✚ Derogatory name calling, insults or racist jokes

✚ Racist graffiti

✚ Provocative behaviour such as wearing racist badges or insignia

✚ Bringing racist materials such as leaflets, comics or magazines into school

✚ Verbal abuse threats

✚ Incitement of others to behave in a racist way

✚ Ridicule of individual for cultural differences Eg food, music, dress








✚ Refusal to cooperate with other people because of their ethnicity

## Action to be taken when racist behaviour is suspected




If racism is suspected we talk to the suspected victim, the suspected racist and any witnesses. If any degree of racism is identified, the following actions will be taken:

Help, support and counselling will be given as is appropriate to both the victims and the racists:

We support the **victims** in the following ways:

-  by offering an immediate opportunity to talk about the experience with their class teacher or ARCO;
-  informing the victims' parents or guardians;
-  by informing the victim of the perpetrators consequence
-  by offering continuing support when they feel they need it;
-  by completing Behaviour Intervention Sheets;
-  by completing and forwarding all paperwork to the Stage Executive;
-  by referring all incidents of racism to the ARCO.

We also discipline, yet try to help the **racists** in the following ways:

-  by talking about what happened, to discover why they became involved;
-  informing the racists' parents/guardians;
-  by continuing to work with the racists in order to get rid of prejudiced attitudes as far as possible;

**All racist incidents should be dealt with no matter how trivial they may seem to be.**

## Possible Courses of Action:

At our school racist behaviours are addressed according to the seriousness and nature of the incident. Incidents may result in:

- ✚ Students being required to reflect on their behaviour during lunch in a school location supervised by teachers.
- ✚ Students being required to reflect on their behaviour (as above) and Stage Supervisors notifying parents to seek their support to address the issue.
- ✚ Students being required to reflect on their behaviour and the Stage Supervisors or other executive staff meeting with parents to discuss how they can assist to address the issue.
- ✚ Meeting with parents to discuss the need to refer the matter to professionals for assessment and intervention.
- ✚ Exclusion from school if the behaviour persists.
- ✚ All Racist behaviour will be referred to the ARCO.

## Policy Aims

### **This policy aims to ensure:**

- ✚ Our school is a secure and safe environment free from threat, harassment, and intimidation.
- ✚ Teachers, students and parents are aware of and encouraged to implement positive strategies to prevent and address any forms of racism.
- ✚ Teachers, parents and students are knowledgeable about the nature, causes and consequences of racism and the procedures that have been set in place to address racial episodes in this school.
- ✚ Teachers, parents and students are committed to collaborate on maintaining a racist-free environment.
- ✚ Students are taught pro-social peer interaction skills, conflict resolution skills, and are encouraged to, and positively reinforced for, interacting with members of the school community in a positive manner.
- ✚ Teachers are aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

