



KINCUMBER HIGH SCHOOL ANTI-RACISM POLICY

(Reviewed November, 2018)

Rationale and Purpose

Australia is a diverse and multicultural country, as a school and in-line with the strategic direction of the NSW Department of Education, we are 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.

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

In order to achieve these outcomes, at KHS 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).
- Place signs around the school to inform students about the ARCO.
- 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.

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 more information and NSW Department of Education policy:

NSW Department of Education Anti-Racism Policy - <https://education.nsw.gov.au/policy-library/policies/anti-racism-policy?refid=285843>

NSW Department of Education Strategic Direction Multicultural Plan - <https://education.nsw.gov.au/media/schools-operation/Multicultural-Plan-2016-18.pdf>

Commonwealth Racial Discrimination Act - http://www8.austlii.edu.au/cgi-bin/viewdb/au/legis/cth/consol_act/rda1975202/