



Elizabeth East Primary School.

Anti Racism Policy

Rationale:

- Racism has a negative and detrimental impact on staff, students and school culture. Racism compromises the ability of students to learn, creates unhappiness and distrust, destroys confidence and relationships, and has a negative effect upon the ethos, tone and values of our school. Racist comments, behaviours or practices are illegal and are unwelcome at our school.

Aims:

- To enjoy a school environment that values, encourages and celebrates racial diversity.

Implementation:

- Racial diversity enriches our school community.
- Racist comments, behaviours or practices are unwelcome at our school, must be reported to the principal, will be investigated, and will be dealt with effectively and confidentially .
- Under the federal *Racial Discrimination Act 1975* and the *South Australian Equal Opportunity Act 1984*, it is unlawful to discriminate against another on the ground of their race.
- All staff have access through the DECS website to the DECS Sexual Harassment and Antiracism Handbook - 2002 which contains more specific information about racial harassment.
- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, will be represented as members of decision-making bodies, will have their input treated fairly, and all decision-making processes and outcomes will be meritorious and non-racist.
- The school curriculum will be free of racist content but will discuss and analyse instances of racism, effects of racism, advantages of multiculturalism and inclusiveness, and will assist students to further develop attitudes and skills that discourage, challenge and report racist practices.
- Multiculturalism will be celebrated in our school community. Visiting artists from a variety of cultural and linguistic backgrounds will be invited to the school. Parents of all students will be invited to participate in school activities.
- Students from non-English speaking backgrounds will have access to ESL (English as a Second Language) programs.
- Essential notices, newsletters, student reports, permission forms etc will be provided in languages consistent with the needs of community members.
- Interpreters will be arranged where required.
- All staff will undertake professional development relating to ant-racism.

Evaluation:

- This policy was originally formed, and will be reviewed in consultation with all members of the wider community (all staff, parents, students, and interested members of the community) as part of the school's four-year review cycle.

This policy was last ratified by School Council in December 2005.