



Anti-Racism Contact Officer Policy

Despite Australia's rich, cultural diversity being acknowledged as one of its greatest strengths as a nation, many individuals experience unfair treatment and racism because of how they look or where they come from. Racial discrimination can also be subtle, creating systemic barriers that lock people out of social and economic opportunities.

The Racial Discrimination Act 1975 gives effect to Australia's international human rights commitments and promotes equality between people of different backgrounds.

The Act protects people across Australia from unfair treatment based on their race, colour, descent, or national or ethnic origin in different areas of public life. It also makes racial vilification against the law.

At Erina Heights Public School we value diversity and equality.

Erina Heights Public School Anti-Racism Officer:
Kerri Kerry

ARCO's contact details:
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Evidence of ARCO Training:





ARCO Role Description

The ARCO plays an important role in assisting and working collaboratively with the principal to implement three major aspects of the Anti-Racism Policy:

Promote anti-racism education	Support complaint-handling	Monitor incidents of racism
<p>Provide advice on incorporating whole school anti-racism education strategies in school planning.</p> <p>Facilitate professional learning to build awareness of the impact of racism on social cohesion, student learning and wellbeing.</p> <p>Assist teachers to access resources which build awareness and understanding of the impacts of racism.</p> <p>Promote upstander responses to incidents of racism for staff and students.</p> <p>Address complaints of racism involving students through approaches such as restorative practice which promotes respectful behaviours.</p>	<p>Provide advice on the complaints handling process to students, staff and members of the school community.</p> <p>Manage complaints of racism made by students against other students in accordance with the Behaviour Code for Students and the schools discipline and wellbeing procedures.</p> <p>Provide impartial support to staff, students and members of the school community who wish to make a complaint of racism, in cases where the complaint involves staff or a community member.</p> <p>Support the complainant during the complaints handling process to increase the likelihood of a satisfactory outcome.</p>	<p>Maintain records of complaints and outcomes, as well as allegations and incidents of racism.</p> <p>Identify which datasets regarding racism should be collected.</p> <p>Analyse significant statistical trends in relation to complaints of racism.</p> <p>Provide advice to the principal and/or nominated complaints manager regarding the impact of racism in the school.</p>

