



ANTI-RACISM POLICY



Rationale:

- Karuah Public School will not tolerate any form of racism and is committed to the development of an anti-racist ethos. The school anti-racist policy and practice helps to identify and change those attitudes which lead to negative discrimination against people on the basis of their race, ethos, nationality or ethnic origin.
- 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 or parents
 - In the context of work experience

Aims:

- It is the right of every child to an education that is aimed at developing the personality, talents and mental and physical abilities of the individual to their fullest potential.
- Karuah Public School will promote race equality and all pupils will be provided with opportunities to study their own values and those of others, appreciate diversity and develop respect for others.
- Karuah Public School will support equality, justice and mutual respect.

Implementation:

- All staff show a strong commitment to equality and fairness.
- Executive provide clear guidance and support for staff in promoting, progressing and advancing race equality.
- The curriculum promotes access and success for all pupils and reflects ethnic, cultural and religious diversity.

- Pupils who are bilingual, or those with English as an additional language, have their specific needs met.
- All members of the school community show commitment and contribute positively to the school's strategies for countering racism and promoting race equality.
- Positive steps are taken to encourage and enable all parents to participate effectively in their children's care and education.
- Parents and other positive role models from the community are encouraged to share their knowledge, skills and expertise.

Evaluation:

- Karuah Public School will annually revisit the procedures explicit within the Anti-racism Policy and evaluate their currency.
- This policy will become a part of the Schools Policy review cycle.
- The following link is to the Department of Education's Anti-Racism Policy:
<https://education.nsw.gov.au/policy-library/policies/anti-racism-policy>