



ANTI-RACISM POLICY

PREAMBLE

As a Benedictine community, St Patrick's nurtures and supports a College community that enables all members to be able to access its opportunities and experiences without prejudice based on race or ethnicity.

The College celebrates its cultural diversity and works towards all members experiencing success in their endeavours and contributing to a College climate that is respectful and inclusive.

St Patrick's College rejects all forms of racism. As a Catholic community, we believe that all people are created in the image of God and, as such, are respected and valued whatever their differences may be.

DEFINITION

The Human Rights Commission defines racism as follows:

- Racism can take many forms, such as jokes or comments that cause offence or hurt, sometimes unintentionally; name-calling or verbal abuse; harassment or intimidation, or commentary in the media or online that inflames hostility towards certain groups.
- At its most serious, racism can result in acts of physical abuse and violence.
- Racism can directly or indirectly exclude people from accessing services or participating in employment, education, sport and social activities.
- It can also occur at a systemic or institutional level through policies, conditions or practices that disadvantage certain groups.
- It often manifests through unconscious bias or prejudice.

RATIONALE

The Anti-Racism Policy will work towards:

- Eradicating expressions of racism in learning and working environments and challenging the attitudes that allow them to emerge.
- Committing to the elimination of racial discrimination at the College, including direct and indirect racism, racial vilification and harassment in all aspects of the learning and working environment.
- All staff contributing to the eradication of racism by promoting acceptance of the College's cultural, linguistic and religious diversity, challenging prejudiced attitudes and ensuring that sanctions are applied against racist and discriminatory behaviours.
- Establishing a trained Anti-Racism Contact Officer.
- Providing a timely and professional response to complaints regarding racism.
- Educating all staff, students and the school community about what constitutes racism and the processes and procedures of the policy, including the role of the Anti-Racism Contact Officer.



RESPONSIBILITIES

- The Principal nominates an Anti-Racism Contact Officer and ensures appropriate training.
- The Principal ensures the Anti-Racism Policy is implemented in the College and that complaints regarding racism are dealt with in accordance with the Complaints Policy.
- Leadership examines school practices and procedures to ensure they are consistent with the Anti-Racism Policy.
- All staff monitor their own behaviour to ensure that it does not result in anyone experiencing racism.
- All teachers support students to develop an understanding of racism and discrimination and the impact on individuals and the broader community.
- Parents support their child and the College in complying with the expectations of the Anti-Racism Policy.
- Students are required to commit to behaviour that does not lead to direct or indirect racism.

ROLE OF THE ANTI-RACISM CONTACT OFFICER

Complaints Support Role

Complaints of racism may be made to any member of staff, including the Anti-Racism Contact Officer. If a complaint of racism is made to the Principal, executive member or any other member of staff, the complainant is encouraged to discuss the matter with the Anti-Racism Contact Officer, or advised that the Anti-Racism Contact Officer can assist.

The Anti-Racism Contact Officer supports the handling of complaints of racism in a number of ways by:

- Managing complaints of racism made by students against other students in accordance with the Student Wellbeing and Code of Conduct Policy and the school's discipline and wellbeing procedures.
- Referring complaints of racism made by staff and community members to appropriate executive staff members.
- Providing advice on the complaints handling process to students, staff and community members.
- Supporting the complainant during the complaints handling process.
- Providing advice to the Principal and/or nominated complaints manager.

All complaints of racism are managed by the Anti-Racism Contact Officer according to the Complaints Policy and procedures. On receiving a complaint, the Anti-Racism Contact Officer, in certain circumstances, may attempt to negotiate a resolution. This is only when the complaint does not involve a staff member or members of the community.

For complaints of racism involving staff members or members of the community, the Anti-Racism Contact Officer provides advice to the complainant on the complaints handling procedures and supports the complainant in the process. The Anti-Racism Contact Officer may be asked to assist in seeking a resolution using the appropriate procedure but it is not the Anti-Racism Contact Officer's role to lead the process. The Principal will nominate a complaints manager to lead the process for resolving the complaint.



Educational Role

The Anti-Racism Contact Officer assists the Principal to:

- Ensure the school community knows who the Anti-Racism Contact Officer is and what their role involves.
- Promote anti-racism education in the school.
- Develop anti-racism education strategies in school planning.
- Ensure that staff are aware of relevant policies, including the Anti-Racism Policy, the Aboriginal Education Policy and the Complaints Policy as they relate to complaints about racism.

Monitoring Role

The Anti-Racism Contact Officer assists the Principal to:

- Maintain records of complaints and allegations concerning racism.
- Decide what data regarding complaints about racism should be collected.
- Identify significant statistical trends in relation to complaints about racism.
- Implement actions arising from complaints of racism.

PROCEDURES

- Complaints of racism should be referred to the Anti-Racism Contact Officer or the Principal as soon as possible.
- All complaints concerning staff will be dealt with in accordance with the Complaints Policy and Grievance Policy.
- All complaints concerning students will be dealt with in accordance with the Student Wellbeing and Code of Conduct Policy.
- The Anti-Racism Contact Officer may assist the complainant to put the complaint in writing, if necessary.
- The Anti-Racism Contact Officer will then refer the matter to the Principal or her delegate.



ANTI-RACISM PROCEDURE

