



## **Lead in Document to support the DoE's anti-racism policy**

Cromehurst School is committed to the elimination of all forms of racial discrimination. The school adheres to the department's policy and includes strategies to support the policy within all aspects of teaching and learning and reporting to the school community in newsletters and the Annual School Report.

### **Objectives**

Cromehurst rejects all forms of racism. It is committed to the elimination of racial discrimination including direct and indirect racism, racial vilification and harassment – in all aspects of the learning and working environment.

No student, employee, parent, caregiver or community member should experience racism within the learning or working environment.

Eradicating expressions of racism in learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all school staff.

All teaching and non-teaching staff contribute to the eradication of racism by promoting acceptance of Australia's cultural, linguistic and religious diversity, challenging prejudiced attitudes and ensuring that sanctions are applied against racist and discriminatory behaviours.

The school has a trained Anti-Racism Contact Officer and provides timely and professional responses to any complaints regarding racism

### **Responsibilities**

The Principal is responsible for examining school practices and procedures to ensure they are consistent with the policy; nominating an Anti-Racism Contact Officer and ensuring they are trained; and including anti-racism education strategies in their school plans. The school celebrates all forms of diversity through Harmony Day, Recognition week, NAIDOC and acknowledges other cultural groups celebrations throughout the year. These are included in teaching and learning programs across the school.

All staff are responsible for monitoring their own behaviour to ensure that it does not result in anyone experiencing racism.

All teachers are responsible for supporting students to develop an understanding of racism and discrimination and the impact on individuals and the broader community. This is achieved through teaching and learning programs throughout the year linked to key learning areas of the curriculum.

### **Monitoring and reporting**

The School will report on the progress of anti-racism education strategies, identified in their school plans, through their Annual School Reports and school excellence framework surveys.