

Anti-Racism Policy

✓ This policy commits the department to the elimination of all forms of racial discrimination in its schools and worksites and applies to all employees of the department, all students in government schools and has implications for each school's community.

1.Objectives - Policy statement

1.1

The NSW Department of Education and Training rejects all forms of racism. It is committed to the elimination of racial discrimination – including direct and indirect racism, racial vilification and harassment – in its organisation, structures and culture, in its curriculum, and in the learning and working environments for which it is responsible.

1.2

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

1.3

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

1.4

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.

1.5

Schools and workplaces have trained anti-racism contact officers and provide timely and professional responses to complaints regarding racism.

2.Audience and applicability

2.1

The policy applies to all staff employed in NSW government schools, regions and state offices. It also applies to students who attend government schools and has implications for each school community.

3.Context

3.1

The [NSW Anti-Discrimination Act \(1977\)](#) along with the [Commonwealth Racial Discrimination Act \(1975\)](#) make racial discrimination and vilification illegal in New South Wales. These Acts provide the legislative context and foundation for the Anti-Racism Policy of the department.

3.2

The [Community Relations Commission and Principles of Multiculturalism Act \(2000\)](#), the NSW Government's [Aboriginal Affairs Plan 2003-2010: Two Ways Together](#), the Ministerial Statement, [Values in NSW Public Schools \(2004\)](#), as well as the department's [Aboriginal Education and Training Policy \(2009\)](#), [Cultural Diversity and Community Relations Policy \(2005\)](#) and [Code of Conduct \(2004\)](#) provide related policy requirements that complement implementation of the Anti-Racism Policy.

3.3

The [Complaints Handling Policy Guidelines](#) establish the standard approach to resolving complaints about racism that is required to be used in all learning and working environments of the department.

3.4

[Document history and details](#)

4.Responsibilities and delegations

4.1

The director-general is responsible for ensuring the implementation and monitoring of the policy so that racism does not occur in the department's policies, practices and structures.

4.2

Regional and state office directors are responsible for examining practices and procedures to ensure they are consistent with the policy.

4.3

Regional directors are responsible for implementation of the policy in schools and regions through including strategies for anti-racism education in regional plans and providing training for anti-racism contact officers.

4.4

Principals are responsible for examining school practices and procedures to ensure they are consistent with the policy, nominating an anti-racism contact officer and including anti-racism education strategies in school plans.

4.5

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

4.6

All teachers are responsible for supporting students to develop an understanding of racism and discrimination and the impact on individuals and the broader community.

4.7

The director of equity programs and distance education, as policy owner, is responsible for publication and currency of the policy and support material.

4.8

The manager of multicultural programs, as policy contact person, is responsible for provision of advice on the interpretation and implementation of the policy and support material.

5. Monitoring, evaluation and reporting requirements

5.1

The director, audit will report annually, through the department of education and training annual report:

- the number of complaints actually resolved
- carry over figures for the matters unresolved at the report date, and
- methods used to resolve complaints.

5.2

Equity programs and distance education directorate, through the multicultural programs unit, will monitor the implementation of the Anti-Racism Policy and report on achievement of relevant targets over time through the department's annual Ethnic Affairs Policy Statement (EAPS) report.

5.3

Regions will report annually, through regional and EAPS reports, on strategies implemented and on progress in implementing the policy.

5.4

Schools will report through annual reports on strategies implemented and on progress in implementing the policy.

5.5

All areas of the department are to maintain records of complaints concerning racism in accordance with the [Complaints Handling Policy Guidelines](#).

6.Contact

Manager, multicultural programs, phone (02) 9244 5324

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Document history and details

Approval date

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Approving officer

General manager, access and equity

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10/01/2011

Superseded documents

Anti-racism Policy Statement, 1992, 92/037 (S0.21)

Responding to Suggestions, Complaints and Allegations, 2001, PD/2002/0051/V001

It is the responsibility of the user to verify that this is the current and complete version of this document, located at:

https://www.det.nsw.edu.au/policies/student_serv/equity/antiracism/PD20050235.shtml



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Implementation documents

- [Anti-Racism Contact Officers \(pdf 88kb\)](#)
- [Anti-Racism: Complaints of racism \(pdf 76kb\)](#)
- [Anti-Racism: What schools can do \(pdf 95kb\)](#)

Related information

- [Aboriginal Education and Training Policy](#)
- [Racism. No way!](#)
- [Complaints Handling Policy Guidelines](#)
- [Values in NSW Public Schools](#)
- [Student Discipline in Government Schools](#)
- [Anti-bullying Plan for Schools](#)
- [Student Welfare Policy](#)