

Anti-Racism Policy

Overview

Waterfall Public School (WPS) is committed to ensuring the wellbeing of all stakeholders. The Anti-Racism policy at Waterfall Public School includes strategies to address all forms of individual and institutional racism. It emphasises recognising and respecting the unique identities of Aboriginal peoples as the First Peoples of NSW and encourages promoting the voices of those with lived experiences of racism. The policy values Australia's cultural, linguistic, and religious diversity and recognises that anti-racism practices are essential for cultural inclusion, social cohesion, and community harmony. It also includes proactive whole-school strategies involving staff, students, and the wider school community to counter racism and achieve meaningful solutions.

This policy outlines the processes and procedures in place to effectively manage and report racist behaviour. This policy should be read in consultation with the [Anti-Racism Education](#) document and the [Eliminating Racism procedure](#).

The Waterfall Way

The Waterfall Way informs our wellbeing programs with our school wide expectations:

- Be Safe
- Be Respectful
- Be an active learner

These values are promoted through explicit teaching, [attendance tokens and learning tokens which contribute to merit certificates and Principal certificates](#).

Behaviour Code for Students

NSW public schools are committed to providing safe, supportive and responsive learning environments for everyone. We teach and model the behaviours we value in our students.

The [Behaviour Code for Students](#) is translated into [multiple languages](#). At the start of each year and each term, students are explicitly taught the Behaviour code for students to ensure they understand what is expected and to support restorative conversations if required. [Student reflection sheets](#) are used by staff, during a teacher-student conference, to help students understand and adjust inappropriate behaviour. These are scanned and recorded in School Bytes and attached to the student's file.

With the ultimate goal of ensuring the health and wellbeing of all members of the Waterfall Public School community, Waterfall Public School manages behavioural and disciplinary matters in accordance with the applicable NSW Department of Education policies.

Explicit Teaching

At Waterfall Public School, Racism is managed in accordance with the [NSW Department of Education Anti-Racism Policy](#).

Racism is prejudice, discrimination, or antagonism of a person or people on the basis of their racial or ethnic group. Racism is unacceptable and will not be tolerated at Waterfall Public School. Students behaving in a racist manner will be referred to the Principal and Anti-Racism Contact Officer (ARCO). Incidents of racism will be addressed through both education and the imposing of consequences for the perpetrator.

Each term, and as needed, K-6 students engage in inclusive education lessons, focusing on anti-racism strategies. This explicit teaching enables students to know what is expected of them online, at school and in the community, and how they can respond if they observe or experience racism.

For the community:

Informative Campaigns:

- Conduct regular awareness campaigns (e.g., during Anti-Racism Week or Diversity Week) to educate students, staff and community about racism and the importance of reporting it.
- Use posters, flyers, and digital communications to highlight the reporting mechanisms.

Communication and Assemblies:

- ARCO explains the reporting process and addresses any questions or concerns.
- Include role-playing scenarios to help students understand how to report incidents.
- Include regular information about reporting mechanisms in school newsletters, emails, and social media channels.

Racism Criteria

Examples of racism may include, but is not limited to, any of the following based on someone's racial or ethnic group or background:

- "jokes" or negative comments;
- verbally abuse, including online;
- bullying, harassment or intimidation;
- exclusion

Steps to responding and reporting

Incidents (observed or experienced) of racism, must be reported in a systematic method to ensure the wellbeing of all stakeholders is maintained and prioritised.

1. Racism must first be reported to the class teacher. This can be face to face.
2. All reporters will receive an email acknowledgement confirmation.

3. The Waterfall Public School's ARCO will contact the reporter to arrange a meeting to ensure all aspects of the report are understood. During this meeting, the ARCO will:
 - a. Listen to the complainant and offer support.
 - b. Document the incident accurately, including details, such as date, time, location and individuals involved.
 - c. Provide assurance that the matter will be taken seriously and handled confidentially.
4. The ARCO will conduct a thorough investigation of the reported incident. This may involve:
 - a. speaking with the individuals involved
 - b. Gathering evidence or witness statements
 - c. Consulting with school leadership as necessary
5. Based on the findings of the investigation, the ARCO will determine appropriate actions. This may include:
 - a. Education measures for the perpetrator (e.g. discussions about the impact of their actions)
 - b. Support for the families (e.g. counselling or mediation)
 - c. Disciplinary actions if warranted, in line with the school's behaviour management policies.
6. After addressing the incident, the ARCO will follow up with both the victim and the perpetrator to ensure that the situation is resolved and to monitor any further issues.
7. The ARCO and leadership team will regularly review the school's anti-racism practices and policies, considering feedback from the school community to improve reporting processes and prevention strategies.
8. The ARCO, leadership team and class teacher will work collaboratively with the school community to promote inclusivity and respect through education programs and school events to foster a positive school culture.
9. The ARCO will maintain records of incidents and actions taken, using School Bytes, and report trends to school leadership to inform ongoing policy development and training needs.

Review dates

Current review: Term 4 2024

Next review: Term 1 2025

Principal Name: Yvette Hopper