

Murray Farm Public School

says



let's talk racism

Anti-racism handbook guide





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Acknowledgement of country

We acknowledge the many diverse Aboriginal and Torres Strait Islander Nations of Australia and pay respect to the custodians of the land and waters of these nations on which we live, learn and work, and to the many ancestors who shaped and nurtured country.

Elders, parents, families, and communities are the first educators of their children, and we pay our respect to them as ongoing teachers of knowledge, song lines and stories. We recognise and value the learning that Aboriginal and Torres Strait Islander children, colleagues and community bring into our schools.

NSW Department of Education

POLICY STATEMENT

NSW Department of Education

1. The department rejects all forms of racism.
2. No student, employee, parent, carer, or community member should experience racism at school or in a department workplace.
3. Racism has a particular impact on Aboriginal and Torres Strait Islander peoples and may take forms that are distinct from other types of racism. Staff must provide an environment of cultural safety for all Aboriginal and/or Torres Strait Islander students, staff, parents, carers, and community members.
4. To help establish and maintain culturally safe environments.
5. All staff have a responsibility to eradicate expressions of racism and challenge the attitudes that allow them to emerge by.
6. All schools are required to have a trained Anti-Racism Contact Officer who assists the principal to lead anti-racism education and address incidents of racism.



The Racial Discrimination Act 1975

Despite Australia's rich, cultural diversity being acknowledged as one of its greatest strengths as a nation, many individuals experience unfair treatment and racism because of how they look or where they come from. Racial discrimination can also be subtle, creating systemic barriers that lock people out of social and economic opportunities.



The Racial Discrimination Act 1975 gives effect to Australia's international human rights commitments and promotes equality between people of different backgrounds.

The Act protects people across Australia from unfair treatment based on their race, colour, descent, or national or ethnic origin in different areas of public life. It also makes racial vilification against the law.

PBL Expectations of Murray Farm Public School

RESPECT

- Follow staff instructions.
- Allow yourself and others to learn.
- Listen and communicate with courtesy.
- Take pride in yourself and the school community.

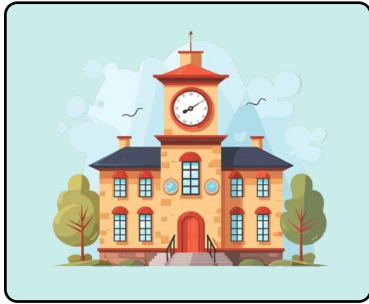
RESPONSIBILITY

- Be acceptable for your actions and choices.
- Work and play safely.
- Care for your personal belongings and the belongings of others.
- Care for the school environment and school property.

PERSONAL BEST

- Challenge yourself and persevere.
- Actively participate in all learning opportunities.
- Be resilient.
- Be a role model.
- Set a good example.

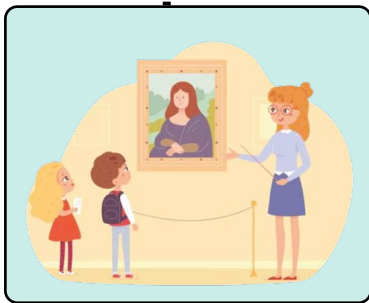
Where can racism occur...



At school



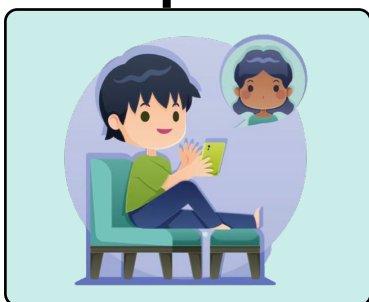
To and from school



At school activities that are off-site



Outside school hours and school premises where there is a clear and close connection between the school and the student's conduct.



When using social media, mobile devices and other technology involving another student or staff member. Once again where there is a clear and close connection between the school and the student's conduct.

How to recognise RACISM

VERBAL ATTACKS

- Name-calling, insults, or slurs based on someone's religious beliefs or cultural background.
- Offensive jokes or stereotypes.

EXCLUSION

- Leaving out or excluding students from social events or activities because of their religious beliefs.
- Ignoring or dismissing someone's experiences or perspectives.

BULLYING

- Physical intimidation or threats.
- Cyberbullying or online harassment.

DISCRIMINATION

- Denying someone opportunities or resources because of their religious beliefs.
- Making assumptions or stereotypes about someone's behaviour or practices.

MICRO-AGGRESSIONS

- Making subtle or unintentional comments that demean or devalue someone's identity.
- Asking someone to change their behaviour to conform to societal norms.

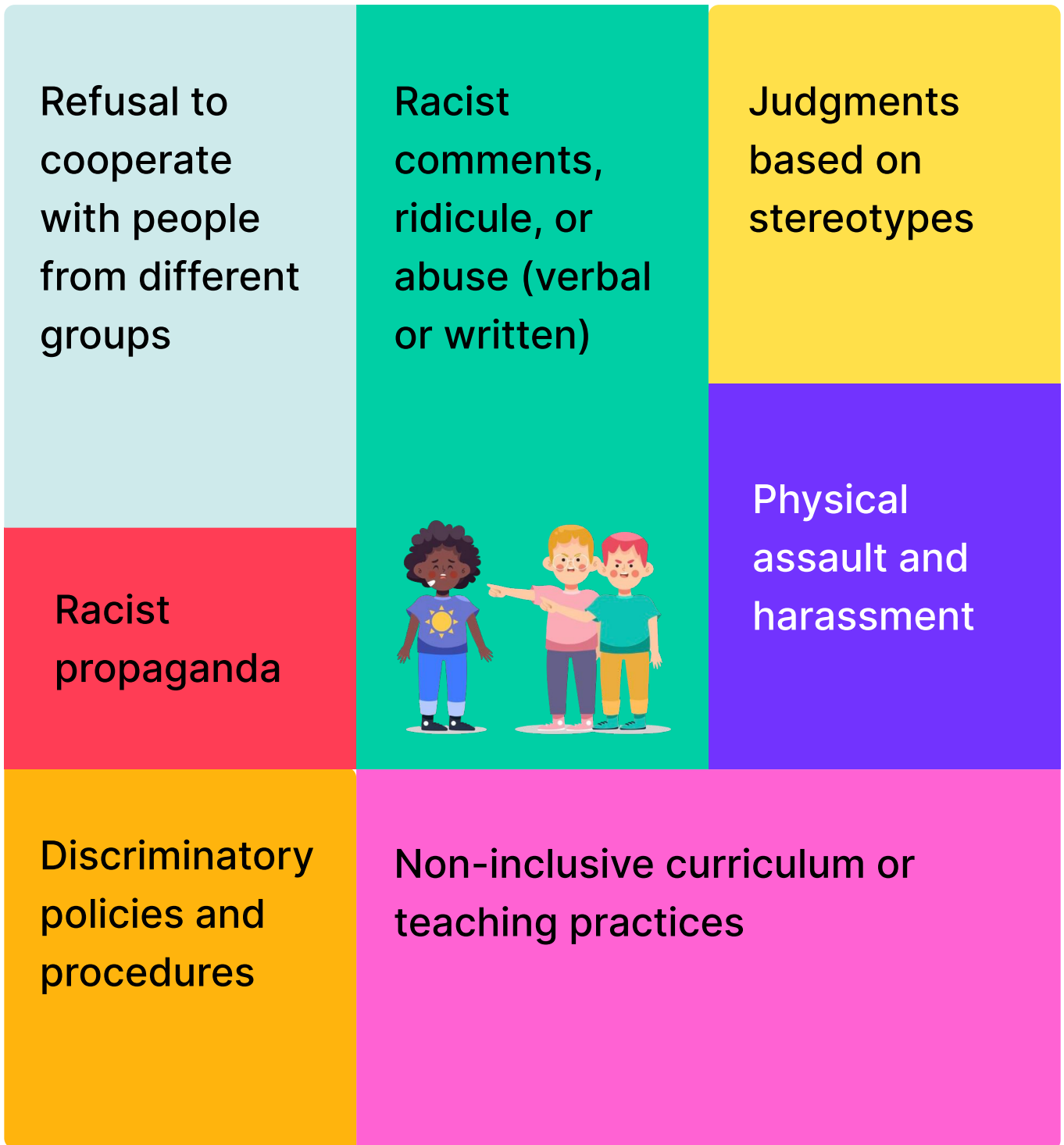
ERASURE

- Ignoring or minimising the experiences and contributions of students from other backgrounds and cultural beliefs.
- Failing to include diverse perspectives in the curriculum.

SYMBOLIC VIOLENCE

- Displaying symbols or imagery that are offensive or hurtful.
- Using language that is derogatory or dehumanising.
- It's important to recognise and address these forms of Islamophobia and antisemitism to create a safe and inclusive environment for all students.

7 categories of racist indicators that can be observed in the school context:



What school staff need to do to avoid racist remarks/ attitudes

1. Educate Yourself

Learn about other cultures, religions, and histories to dispel misconceptions and stereotypes.

2. Create a Safe Space

Foster an inclusive environment where students feel comfortable sharing concerns and experiences without fear of judgment.

3. Encourage Empathy

Promote understanding and empathy through stories, discussions, and activities that highlight the impact of discrimination.

4. Address Incidents

Respond promptly and appropriately to incidents, using them as opportunities for growth and education.

5. Engage with the Community

Involve students, teachers, parents, and community members in initiatives and events that celebrate diversity and promote inclusivity.

6. Develop Inclusive Curriculum

Integrate diverse perspectives and experiences into the curriculum to promote understanding and empathy.

7. Support Student-Led Initiatives

Empower students to take an active role in promoting tolerance and inclusivity through student-led clubs and initiatives.

8. Provide Ongoing Training

Offer regular professional development opportunities for teachers and staff to address racism including towards specific cultural backgrounds.



By following these steps, schools can create a welcoming and inclusive environment for all students, regardless of their background or beliefs.

Silence and denial

It is common for targets of racism to remain silent and for the perpetrators to deny that their actions are racist.

When complaints are not dealt with in a 'timely and professional' manner, complainants are unlikely to complain again.

Some staff members in schools would prefer not to have to deal with difficult issues such as discrimination and racism.

They are not addressing the policy of the department.

Avoiding such issues is that silence can be perceived as acceptance and support by prejudiced individuals.

If racism is not addressed, biased individuals can become bold enough to demonstration racism against individuals.

How do I report racism?

In schools, reports of racism can be made to any member of staff and are best supported by the Anti-Racism Contact Officer (ARCO) who is trained in supporting the processes to address racism in schools.

Reports can be made in person, by email or phone, and online by using the department's feedback and complaint form.



How can the ARCO Help?

RACISM – STUDENT AGAINST ANOTHER STUDENT

The ARCO facilitates the handling of a report by:

- Providing advice on the process to students.
- Managing reports of racism made by students against other students with reference to the Student Behaviour Policy and the School Behaviour Support and Management Plan
- Providing impartial support to students who want to report racism.
- Supporting the person making the report of racism during the process.
- Supporting the resolution of reports where students are the subject of the report.
- Providing advice related to the impact of racism to the principal and/or nominated staff member managing the report.

RACISM – STUDENT AGAINST STAFF/COMMUNITY

The ARCO facilitates the handling of a report by:

- Providing advice on the process to staff, and community members
- Managing reports of racism made by students against a staff or community member with reference to the Student Behaviour Policy and the School Behaviour Support and Management Plan
- Providing impartial support to staff and community members who want to report racism.
- Supporting the person making the report of racism during the process.
- Supporting the resolution of reports where students are the subject of the report.
- Providing advice related to the impact of racism to the principal and/or nominated staff member managing the report.

Racist behaviour towards students, teachers, and the community

It's essential to address the issue with the community to ensure a comprehensive and sustainable solution.

The following aspects should be discussed:

EDUCATION AND AWARENESS

- Understanding the impact of racism on individuals and communities.
- Recognising the role of systemic racism in perpetuating biases.

COMMUNITY VALUES AND NORMS

- Promoting respect, empathy, and inclusivity as core values.
- Encouraging open dialogue and zero tolerance for racism.

PARENT INVOLVEMENT AND RESPONSIBILITY

- Engaging parents in addressing their child's behaviour.
- Encouraging parents to reinforce anti-racist values at home.

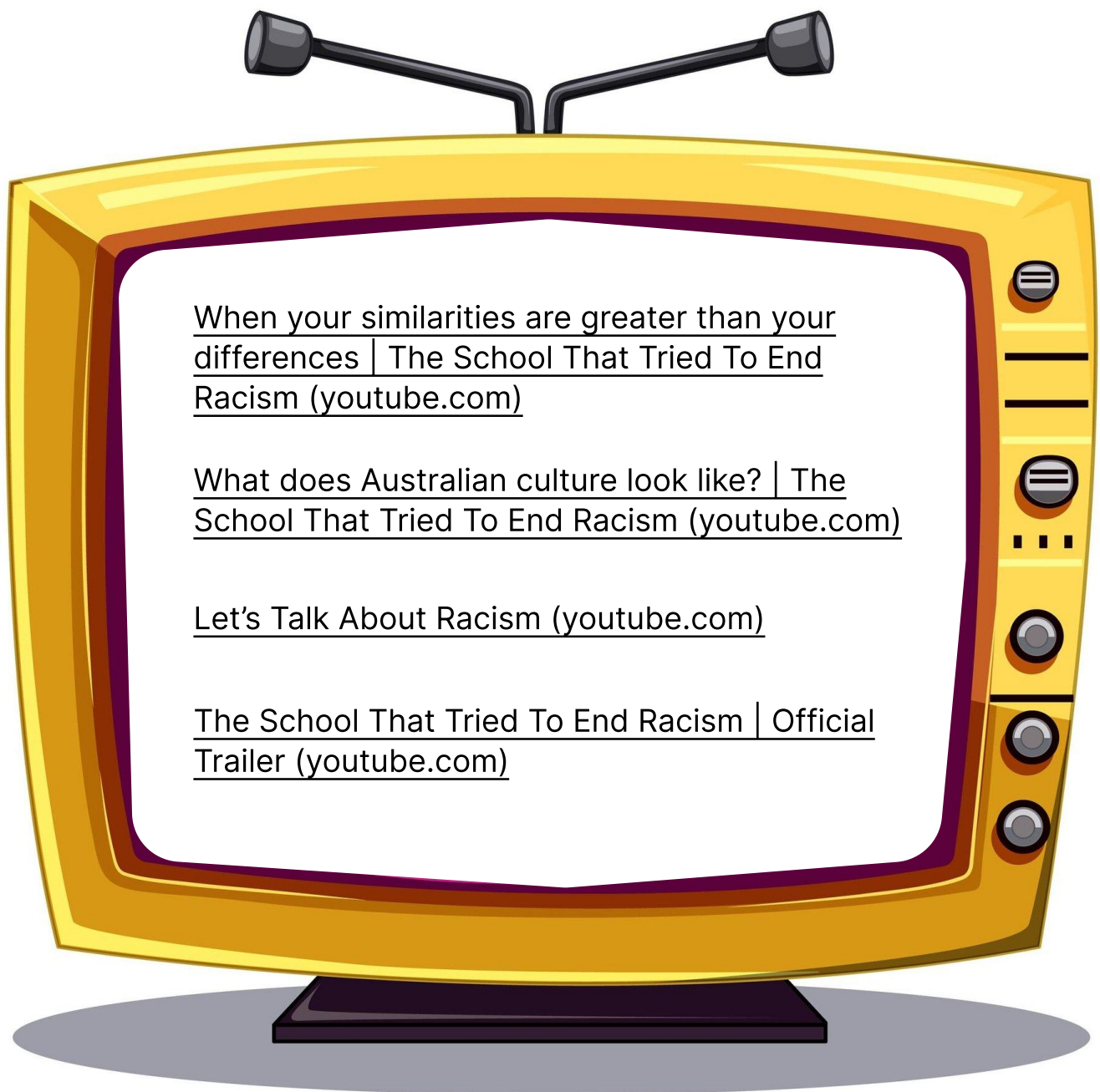
Videos on racism can help teachers address it in primary schools

Watching videos on racist scenarios can help teachers recognise and respond to racism in primary schools, enhancing empathy and understanding.

- 1 Identify subtle and overt forms of racism.
- 2 Address micro-aggressions and biases.
- 3 Create a safe and inclusive classroom environment.
- 4 Develop effective strategies for discussing racism with students.
- 5 Foster a culture of respect, empathy, and inclusivity.
- 6 By engaging with these videos, teachers can become better equipped to address racism and promote a more inclusive and supportive environment for all students.

Links to Videos

Teachers can choose appropriate videos or clips that pertain to the situation they are trying to address.



DoE Links

- Anti-Racism Strategy: <https://education.nsw.gov.au/about-us/strategies-and-reports/anti-racism-strategy>
- Anti-Racism Policy: <https://education.nsw.gov.au/policy-library/policies/pd-2005-0235>
- Anti-Racism education: <https://education.nsw.gov.au/teaching-and-learning/multicultural-education/anti-racism-education>



