

EVELYN SCOTT SCHOOL ANTI-RACISM POLICY

PURPOSE

This policy outlines our commitment to fostering an inclusive, equitable, and anti-racist school environment. It ensures that all learners, staff, and community members feel valued, respected, and safe regardless of race, ethnicity, or cultural background. The aim of the Evelyn Scott School Anti-Racism Policy is to promote an environment free of racism. Complaints are dealt with quickly, thoroughly and confidentially. Evelyn Scott School follows the ACT Mandatory Procedures when dealing with incidents of racism. We inform staff, learners and parents/carers at the beginning of each school year of the Safe and Supportive School Contact Officer (SASSCO)

COMMITMENT TO ANTI-RACISM

Our school is committed to actively addressing racism in all forms. We recognise that racism can be overt or systemic and pledge to create policies, practices, and educational programs that promote racial equity.

DEFINITIONS

- **Racism:** Prejudice, discrimination, or antagonism directed against someone based on their race or ethnicity.
- **Anti-Racism:** The active process of identifying and opposing racism by changing policies, behaviours, and beliefs that perpetuate racial inequalities.
- **Microaggressions:** Subtle, often unintentional, comments or actions that discriminate against marginalised groups.
- **Cultural Competency:** The ability to understand, communicate, and interact effectively with people across different cultures.

EXPECTATIONS AND RESPONSIBILITIES

- **Learners:** Must treat all peers and staff with respect, report incidents of racism, and participate in anti-racism education.
- **Staff:** Are expected to model inclusive behaviours, address racism when witnessed, and implement anti-racist curricula.
- **Administration:** Will ensure that policies promote racial equity, respond appropriately to racism, and provide training for staff.
- **Parents and Community Members:** Are encouraged to support anti-racism initiatives and engage in open dialogues about race and inclusion.

REPORTING AND ADDRESSING RACISM

- Any incidents of racism should be reported to a trusted teacher, counsellor, or administrator.
- Reports will be taken seriously and investigated in a timely and fair manner.
- Consequences for racist behaviour will be appropriate and educational rather than solely punitive, promoting restorative justice approaches.

CURRICULUM AND EDUCATION

- Anti-racism education will be integrated into the curriculum at all grade levels.
- Staff will receive training on implicit bias, cultural competency, and anti-racist teaching practices.
- School events and activities will celebrate diversity and promote cross-cultural understanding.

At ESS, teaching about Racism includes:

- Defining and recognising Racism
- Understanding the use of power over others
- Discussing the social construct of race
- Understanding the role of violence
- Understanding appropriate/acceptable behaviours
- Understanding Legislation, policy and procedures

When a complaint is made, learner/s are informed of their rights:

- learners are informed of the complaint
- learners are able to respond to the complaint
- learners are treated fairly, confidentially and impartially by an SASSCO

The staff of Evelyn Scott School model appropriate behaviour and are trained about Racism:

- Staff are trained in recognition and identification of Racism
- Staff are aware of policy and legislation

All reports of Racism must be referred immediately to a Safe and Supportive School Contact Officer (SASSCO).

ACCOUNTABILITY AND REVIEW

- This policy will be reviewed annually to ensure its effectiveness.
- The school will collect feedback from learners, staff, and families on racial equity efforts.
- Progress on anti-racism initiatives will be shared with the school community.

By implementing this policy, we strive to create a learning environment where all individuals feel safe, respected, and empowered to succeed.