

Anti-Racism Policy

Students, staff and parents of Girraween High School reject racism of any kind between individuals within the school and the community as a whole.

Aim.

It is the intention of our school community to create an environment that acknowledges and accepts individual differences: that views cultural differences as positive and encourages interaction between all members of the school community, regardless of their background or gender.

Objectives	Procedures
Where appropriate all programmes will include an anti-racism bias and specify a multicultural and Aboriginal perspective.	Some programs have potential for more anti-racism bias than others. All programs are to be monitored by the relevant Head Teacher.
Teaching	
Teaching strategies need to combat prejudice and racism.	A variety of methods and techniques should be used. Teachers may need ongoing inservicing on these techniques. Staff should make use of the relevant kits and resources provided by DET.
Expected Behaviours	
All sources of racism in the school need to be addressed. These include: Graffiti Language Joking & ridiculing Stereotyping & expectations Discrimination, deliberate or unintentional.	Graffiti is to be removed as soon as it occurs. Other instances are to be brought to the attention of the ARCO (Anti-Racism Contact Officer). Teachers are to take an active role in resolving disputes in the playground and classroom.
Resources	
Resources should reflect a variety of cultures and experiences.	The librarian and Head Teachers can ensure that books and resource materials contain appropriate language and positive images of ethnic and minority groups.
Students	
To clarify values held by students and why these values are important.	Students should be encouraged to explore and share ideas & opinions that are derived from cultural experiences. Students should study issues of human rights & racism and the distribution of power & resources globally and locally.
To encourage students to maintain their ethnicity and cultural heritage.	Bilingualism should be encouraged. Students should be given every opportunity to study

	their mother tongue or community language.
Parents	
To encourage parents to maintain their ethnicity and cultural heritage.	When communication problems exist between parents and the school communication should be in the main language spoken at home.

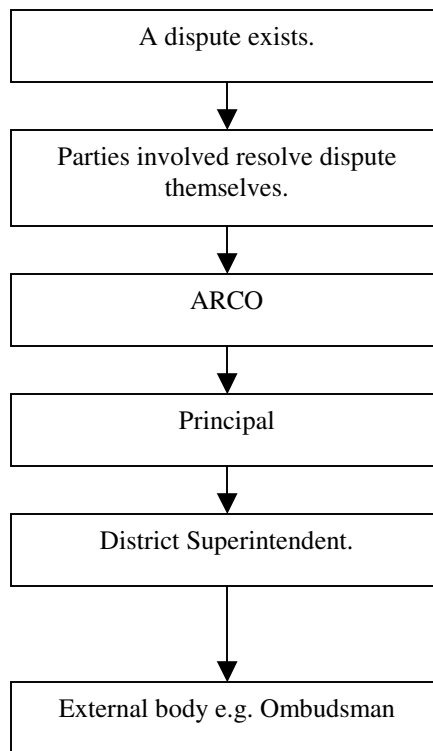
Resolving Complaints

Complaints should be resolved with the ARCO and DET's procedures as outlined in the Anti-Racism Grievances Procedures Policy.

A monitoring group of Student Representative Council members will be used to ensure that the policy is being implemented and that disputes are being resolved in a satisfactory manner.

The flow chart below indicates the steps that may be taken to resolve a dispute.

N.B. Self resolution is the preferred course of action and is usually the most satisfactory outcome for all parties concerned.



In resolving disputes of a racial nature it is necessary to take into account the perpetrator and the victim. Rather than punishment, counselling and group dynamics should be used. Witnesses could be used as part of the rehabilitation process. Remember the victim needs to be reassured and perhaps counselled as well.