

Hallidays Point Public School

Principal: Peter Johnson



300 Diamond Beach Road
DIAMOND BEACH NSW 2430

Phone: 6559 3009

Email: hallidays-p.school@det.nsw.edu.au

Anti Racism Contact Officer (ARCO)

ARCO Anti Racism Contact Officer

In line with NSW DoE Anti-Racism policy and the NSW Anti-Discrimination Act (1977), all forms of racism are unacceptable at Hallidays Point Public School. No student, employee, parent, caregiver or community member should experience racism, including direct or indirect harassment within the learning and working environments of the department.

What is an ARCO – Anti-Racism Contact Officer?

The role of the ARCO is to assist any member of the school community who wishes to bring a complaint of racism. The ARCO may assist in putting the complaint into writing and explaining to the complainant their rights and responsibilities in relation to the procedures contained in the Responding to Suggestions, Complaints and Allegations policy. The key role is to respond professionally as a mediator to any suggestions or complaints regarding racism at school and to contribute together with other members of the staff to promote anti-racism education.

The following websites provide useful information in relation to anti-racism strategies:

www.racismnoway.com.au

www.multiculturalaustralia.edu.au

www.harmony.gov.au

www.myplace.edu.au

Department Policies and Procedures

NSW Department of Education policies and procedures are shaped by current international conventions, Commonwealth Racial Discrimination Act and NSW anti-discrimination legislation. Refer to the following DoE policies and procedures for further information and advice:

[Anti-Racism Policy](#)

[Multicultural Education Policy](#)

[Complaints Handling Policy](#)

[Aboriginal Education Policy](#)

[Aboriginal Education and Training Policy- Turning Policy into Action](#)

[Working Together, Working Together Partnership agreement \(2020-2030\)](#)

[Bullying of Students- Prevention and Response](#)

[Wellbeing Framework for Schools](#)

[Aboriginal Education and Communities](#)

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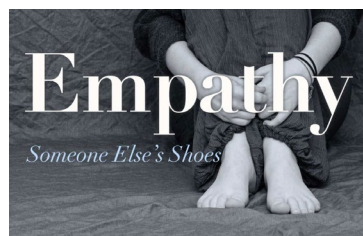
ARCO: Simone Brady



The ARCO plays an important role in assisting and working collaboratively with the principal to implement three major aspects of the Anti-Racism Policy. The ARCO will:

Promote anti-racism education	Support complaint-handling	Monitor incidents of racism
<p>Provide advice on incorporating whole school anti-racism education strategies in school planning.</p> <p>Facilitate professional learning to build awareness of the impact of racism on social cohesion, student learning and wellbeing.</p> <p>Assist teachers to access resources which build awareness and understanding of the impacts of racism promote upstander responses to incidents of racism for staff and students.</p> <p>Address complaints of racism involving students through approaches such as restorative practice which promote respectful behaviours.</p>	<p>Provide advice on the complaints handling process to students, staff and members of the school community.</p> <p>Manage complaints of racism made by students against other students in accordance with the Behaviour Code for Students and the school's discipline and wellbeing procedures.</p> <p>Provide impartial support to staff, students and members of the school community who wish to make a complaint of racism, in cases where the complaint involves staff or a member of the community.</p> <p>Support the complainant during the complaints handling process to increase the likelihood of a satisfactory outcome</p>	<p>Maintain records of complaints and outcomes, as well as allegations and incidents of racism</p> <p>Identify which datasets regarding racism should be collected</p> <p>Analyse significant statistical trends in relation to complaints of racism</p> <p>Provide advice to the principal and/or nominated complaints manager regarding the impact of racism in the school</p>

Racism can take many forms, such as jokes or comments that cause offence or hurt, sometimes unintentionally; name-calling or verbal abuse; harassment or intimidation, or commentary in the media or online that inflames hostility towards certain groups.



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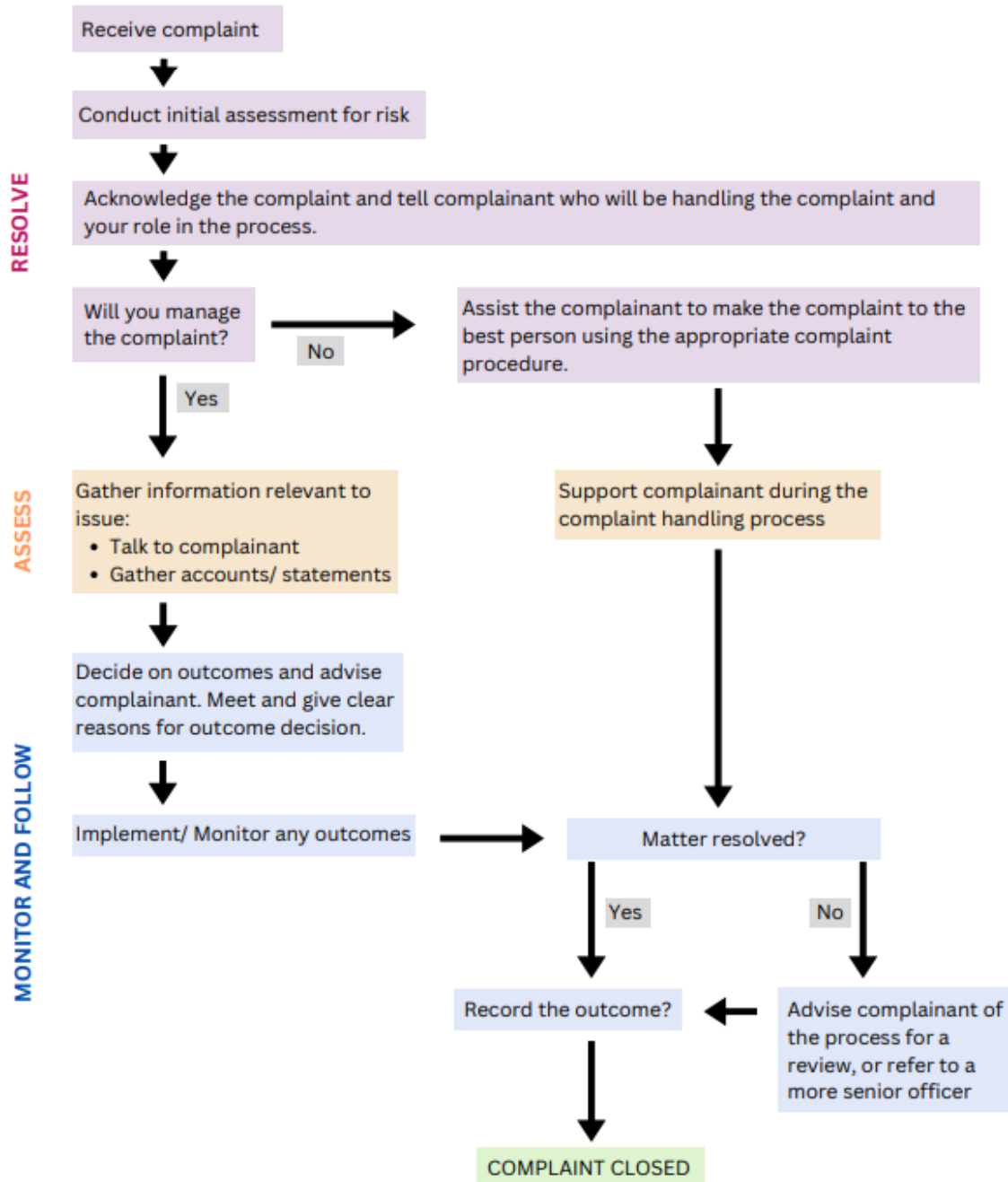
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ARCO Complaints Handling Procedures



Assess - Risk of significant harm/ child protection concerns/ possible criminal conduct. Refer to FACS/ Child Wellbeing Unit/ EPAC/ Police.

Assess - Does the complaint need to be referred? E.g. allegations of misconduct, privacy, corruption, etc.

Keep records and keep complainant update on process.