This policy commits St Clair Public School to the elimination of all forms of racial discrimination and applies to all employees of the Department, all students.

**Rational:**

St Clair Public School rejects all forms of racism. It is committed to the elimination of racial discrimination – including direct and indirect racism, racial vilification and harassment – in its organisation, structures and culture, in its curriculum, and in the learning and working environments for which it is responsible.

**Context:**

No student, employee, parent, caregiver or community member should experience racism within the learning or school environment.

Staff are committed to eradicating expressions of racism in learning and the school environment, and challenging the attitudes that allow them to emerge.

All teaching and non-teaching staff contribute to the eradication of racism by promoting acceptance of Australia's cultural, linguistic and religious diversity, challenging prejudiced attitudes and ensuring that sanctions are applied against racist and discriminatory behaviours.

St Clair PS has trained Anti-Racism Contact Officers who provide timely and professional responses to complaints regarding racism.

**Complaints:**

The [*Complaints Handling Policy Guidelines*](https://www.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/implementation_1_PD20020051.shtml?level=) establish the standard approach to resolving complaints about racism that is required to be used in all learning and working environments of the Department of Education and Communities.

**Responsibilities and delegations:**

Principals are responsible for examining school practices and procedures to ensure they are consistent with the policy, nominating an Anti-Racism Contact Officer and including anti-racism education strategies in school plans.

All staff are responsible for monitoring their own behaviour to ensure that it does not result in anyone experiencing racism.

All teachers are responsible for supporting students to develop an understanding of racism and discrimination and the impact on individuals and the broader community.