This framework commits Liverpool Girls High School (LGHS) to the elimination of all forms of racial
discrimination within the school community and applies to all employees and students.

LGHS rejects all forms of racism. No student, employee, parent, caregiver or community members should
experience racism with the learning or working environments of LGHS.

Racism is the negative actions, practices or beliefs of an individual or group which results in discrimination,
exclusion or violence towards people based on their race.

Students who experience racism might:

- Be afraid to come to school
- Have trouble studying and concentrating in class
- Feel anxious and unhappy
- Get lower results in exams
- Reject their own culture and parental values
- Be aggressive or disruptive

Racism can also result in an unfriendly and tense school environment affecting all members of the
community.

AIMS

LGHS is committed to the elimination of racial discrimination - including direct and indirect racism, racial
vilification and harassment - in the organisation, structures and culture, in its curriculum, and in the learning
and working environments for which it is responsible.

All teaching and non-teaching staff contributes to the eradication of racism by promoting acceptance of
Australia’s cultural, linguistic and religious diversity; challenging prejudicial attitudes and ensuring sanctions
are applied against racism and discriminatory behaviours.

STRATEGIES

Eradicating expressions of racism in our school, and challenging the attitudes that allow them to emerge, is a
shared responsibility of all staff of the DEC.
All instances of racism should be immediately reported to the nominated Anti Racism Contact Officer (ARCO) via SENTRAL, email or in person. A record of the incident and actions taken to follow this up should also be made on SENTRAL.

At LGHS anti racism is also practiced through proactive education. The school’s rich cultural diversity is celebrated and tolerance is promoted through:

- Harmony Day celebrations
- Language Day
- Cultural identity explorative tasks within our learning environment
- Various Mind Matters Day / welfare activities and workshops
- Family Partnerships
- Sista Speak (Indigenous students)
- GLIDES articles

Responsibilities and Delegations

LGHS is responsible for:

- identifying an Anti-Racism Contact Officer and providing the necessary training for the officer;
- providing timely and professional responses to complaints of racism;
- ensuring that practices and procedures within schools and worksites are consistent with the policy;
- developing anti-racism education strategies; and
- reporting in Annual School Reports on the implementation of the policy.

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

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

Context

The NSW Anti-Discrimination Act (1977) along with the Commonwealth Racial Discrimination Act (1975) make racial discrimination and vilification illegal in New South Wales. These Acts provide the legislative context and foundation for the Anti Racism Policy of the department.

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To be revised: by Nov 2015