

# Avoca Beach Public School

## Anti-Racism Education Policy

Direction and guidance on preventing and eliminating all forms of racism in NSW public education.

### Audience

All employees, students attending NSW public schools, parents, carers, volunteers and contractors.

### 1. Policy statement

- 1.1 The department rejects all forms of racism.
- 1.2 No student, employee, parent, carer or community member should experience racism at school or in a department workplace.
- 1.3 Racism has a particular impact on Aboriginal and Torres Strait Islander peoples and may take forms that are distinct from other types of racism. Staff must provide an environment of cultural safety for all Aboriginal and/or Torres Strait Islander students, staff, parents, carers and community members.
- 1.4 To help establish and maintain culturally safe environments:
  - 1.4.1 the department entered into a partnership with the NSW Aboriginal Education Consultative Group Incorporated (NSW AECC Inc.), [Walking together, working together 2020-2030 \(PDF 5 MB\)](#), which fosters collaboration with schools to promote, acknowledge and value Aboriginal histories and cultures
  - 1.4.2 Aboriginal Education advisors and officers assist schools to incorporate the cultural contexts, values and practices of local Aboriginal and Torres Strait Islander communities into the delivery of education.
- 1.5 All staff have a responsibility to eradicate expressions of racism and challenge the attitudes that allow them to emerge by:

- 1.5.1 recognising and respecting Aboriginal peoples as the First Peoples
  - 1.5.2 embracing the value and benefits of the cultural, linguistic and religious diversity of NSW
  - 1.5.3 challenging prejudiced attitudes and ensuring that appropriate action is taken to address racist behaviours and systems that deny equitable access to educational opportunity.
- 1.6 All schools are required to have a trained Anti-Racism Contact Officer who assists the principal to lead anti-racism education and address incidents of racism.

## 2. Context

- 2.1 The [Anti-Discrimination Act 1977](#) (NSW) and the [Racial Discrimination Act 1975](#) (Cth) make racial discrimination and vilification illegal in NSW. The [Crimes Amendment \(Publicly Threatening and Inciting Violence\) Act 2018 \(PDF 198 KB\)](#) (NSW) makes threatening or inciting violence on the grounds of race, religion, sexual orientation, gender identity or intersex or HIV/AIDS status a criminal offence under NSW law. The [Multicultural NSW Act 2000](#) promotes the equal rights and responsibilities of all the people of NSW. These Acts provide the legislative context for this policy.
- 2.2 The NSW AECG Inc. partnership agreement, [Walking together, working together 2020-2030 \(PDF 5 MB\)](#), as well as the department's [Aboriginal education policy](#), [Complaints handling policy](#), [Code of conduct policy](#), [Management of conduct and performance policy](#) and [Multicultural education policy](#) detail related requirements that complement this policy.
- 2.3 The Anti-racism procedures support this policy.
- 2.4 Other department policies, guidelines, and procedures relevant to and complementing this policy include:
- [Student health and wellbeing policy](#)
  - [Student behaviour policy](#)
  - [Behaviour code for students](#)
  - [Values in NSW public schools](#)

- [Wellbeing framework for schools](#)
- [Controversial issues in schools policy](#)
- [Closing the Gap](#)

### **3. Policy contact**

Leader, Multicultural Education  
[antiracismeducation@det.nsw.edu.au](mailto:antiracismeducation@det.nsw.edu.au)  
02 7814 2826

### **4. Monitoring the policy**

The Executive Director, Educational Standards monitors the implementation of this policy, regularly reviews its contents to ensure relevance and accuracy, and updates it as needed.

## **Review and evaluation**

This Anti-racism Policy was reviewed and updated 5 February, 2024.

Principal  
Ben Thomas

The document is due for review in 2026.