



Woodward Street  
PO Box 654, Orange NSW 2800  
P (02) 6362 3444  
F (02) 6361 3616  
www.orange-h.schools.nsw.edu.au

Orange High School

## Orange High School Anti-Racism Policy

Orange High School is committed to providing a safe, secure and quality learning environment for students.

Orange High School does not condone:

- direct racism, such as incidents of racial abuse, harassment and discrimination
- Indirect racism, such as lack of recognition of cultural diversity and culturally biased practices.

Orange High School:

- Promotes acceptance of and respect for Australia's cultural, linguistic and religious diversity
- Challenges prejudiced attitudes
- Ensures that sanctions are applied against racist and discriminatory behaviours.

All teachers at Orange High School model respectful behaviour and inclusive practices. They carefully manage classroom discussions and student behaviour. They explicitly teach about racism, how to deal with it and are supported by teaching and learning activities found at

- <http://www.racismnoway.com.au/>
- <https://www.humanrights.gov.au/education/human-rights-school-classroom>
- <https://policies.education.nsw.gov.au/policy-library/associated-documents/anti-racism-education-advice-for-school.pdf>

### ***Caring for Students – Anti-Racism Contact Officer***

Orange High School has a trained Anti-racism contact officer (ARCO) to facilitate the complaints handling process.

The ARCO is an impartial facilitator, not an advocate for students, parents or community members.

Orange High School's Anti-Racism Contact Officers are:

- Mr Aaron Routh – Head Teacher Student Engagement
- Miss Amy Constant – Science Teacher

The role of the ARCO can be found in Appendix 1. This includes how to view the information about the role of the Anti-Racism Contact Officer in a variety of languages.



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The ARCO has four main functions. They also assist the Principal in promoting anti-racism education.

### Function:

#### 1) Mediator

The ARCO initiates informal complaint mediation and resolution.

#### 2) Procedural

If an informal resolution is not suitable, the complainant can:

- lodge a formal complaint
- ask the ARCO to assist in writing the complaint (a written complaint is not required).
- Note: any formal action is undertaken by the principal or the principal's nominee - the delegate; the ARCO can assist but not lead the process as directed in the Complaints Handling Policy.
- The ARCO assists the principal in implementing anti-racism education and their role to the school community.

#### 3) Educational

The principal and the ARCO ensure the school community is aware of the following policies:

- Anti-racism Policy
- Multicultural Education Policy
- Aboriginal Education and Training Policy
- Complaints Handling Policy.

#### 4) Monitoring

The ARCO assists the principal maintain records of allegations and complaints. They determine which data to collect, identify statistical trends in relation to racism complaints, and implement educational activities or actions arising from the data or trends.



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### Appendix 1



Education  
Public Schools

## The role of the Anti-Racism Contact Officer Information for parents and carers

The NSW Department of Education rejects all forms of racism and is committed to the elimination of racial discrimination.

As part of the department's commitment to anti-racism each school has an Anti-Racism Contact Officer (ARCO). The role of the ARCO is to:

1. receive the suggestion, complaint or allegation regarding racism
2. assist the complainant to write the complaint, if required
3. advise the complainant of their rights and the process to be followed in lodging a complaint
4. refer the complaint to a member of the school executive who will be responsible for resolving the complaint.

### Telephone Interpreter Service

If you need an interpreter to assist you to speak to the ARCO on the telephone or to make an appointment for a meeting with the ARCO, ring the Telephone Interpreter Service on 131 450 and ask for an interpreter in your language. Tell the operator the phone number you would like to ring and the operator will get an interpreter on the line to help you with your conversation. This service will be free of charge to you.

#### Further information

Learning and Teaching Directorate

Equity and Multicultural Education

Contact: Multicultural Education Advisor

Telephone: **9266 8238**

[www.racismnoway.com.au](http://www.racismnoway.com.au)

NSW Department of Education