



Education and Training

# GARRAN PRIMARY SCHOOL

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## Anti-Racism Policy - 2016

**Garran Primary School** is committed to providing a safe and caring environment which fosters respect for others and a no-tolerance attitude towards racist behaviour. This policy compliments and is supported by Garran Primary School's *Student Management and Wellbeing Policy*.

### 1. Context

- This policy complies with the ACT Department of Education and Training's *Countering Racism in ACT Public Schools*.
- At Garran Primary School, racism is defined as discriminating against somebody in regards to their cultural identity.
- Racism may be:
  - directed towards individuals or groups on the basis of race, colour, descent, nationality or ethnicity
  - **physical** (hitting, kicking, pinching, sexual behaviour)
  - **verbal** (name calling, teasing, verbal sexual behaviour)
  - **psychological** (stand over tactics, gestures)
  - **social** (exclusion, rumours, putdowns) or
  - **electronic** (using technology to intimidate)
  - motivated by fear, distrust, media or lack of cultural understanding
  - overt or covert
- Restorative Practice refers to structured processes designed to repair the harm and to teach and encourage more socially responsible behaviours after incidents such as racist taunts. Restorative practice examples include the formal apology, the method of shared concern, restitution and community conferencing (if required).

## **2. Policy**

- We will, through programs such as Garran's *Living Values*:
  - Openly talk about inclusivity, multi-culturalism and racism, what it is, how it affects us and what we can do about it
  - Teach the skills which will promote practices that enhance respect for the rights of others, to embrace diversity and celebrate the multi-cultural nature of Australian society
  - Formulate procedures which clearly state what actions we will take to be informed about racism and to manage this behaviour.
- Students and parents may report incidents of racism to any staff member.
- Incidents reported to staff are fully investigated and documented. Students are counselled. Racism will be dealt with according to the guidelines found in the Garran *Student Management and Wellbeing Policy* in dealing with classroom and playground incidents.
- Restorative practice principles will be used.

## **3. Procedure**

- Nominate an Anti-Racism officer(s) as a contact for students, staff and parents.
- Staff respond to and follow up all reported and/or observed incidents of racism as set out in this policy.
- Students are taught positive social skills and how to recognise inappropriate social skills.
- Develop an understanding of, and define racism.
- Develop an anti-racism code of practice.
- Encourage children to respect the differences of others.
- Provide students with the opportunity to speak to someone on staff at Garran Primary School if they have been the victim of racist taunts or know of others who have been in this situation.
- Inform parents of this policy and encourage them to support the school in its values program.