

# Responsibilities of education systems and schools

## AREAS FOR ACTION

### Policies and guidelines

## EDUCATION SYSTEMS

- Review institutional policies, procedures and practices to ensure they do not discriminate, either directly or indirectly, against any individual or group on the basis of their race, ethnicity, culture, language or religion.
- Establish policies and guidelines which clearly articulate principles and procedures to counter racism including clear procedures for the resolution of complaints of racism.
- Review recruitment, selection and promotion procedures to ensure that they are culturally inclusive and encourage the employment of people from diverse cultural and linguistic backgrounds.
- Establish policies that support the more equitable participation of students from culturally and linguistically diverse backgrounds in schooling.

### Curriculum and pedagogy

- Provide curriculum and resources which challenge racist attitudes and behaviours and increase students' understanding of racism.
- Provide curriculum and resources which recognise and value the unique place of Aboriginal and Torres Strait Islander cultures, histories, languages and societies.
- Provide programs to support students from diverse cultural and linguistic backgrounds.
- Review curriculum, assessment practices and resources to ensure that they are inclusive of the educational needs of students from culturally and linguistically diverse backgrounds.

### Training and development

- Provide training programs in valuing diversity, cross-cultural understanding and strategies to counter racism.
- Provide support and training for teachers in culturally inclusive teaching practice and program design.
- Provide training for staff in supporting students who are involved in racist incidents.
- Enhance workplace productivity and service provision by fully utilising the skills, talents and varying perspectives of staff from diverse backgrounds.
- Provide leadership and management training to staff from diverse cultural and linguistic backgrounds.

### Student support and development

- Develop guidelines for student representative bodies to ensure they are inclusive and provide a balanced representation.
- Provide training for student representative bodies in cross-cultural understanding and strategies to counter racism.
- Provide opportunities for students to become involved in developing and evaluating system-wide initiatives to counter racism.
- Provide student support services that are appropriate for culturally and linguistically diverse groups.

### Parent and community involvement

- Encourage representation of parent and community groups from diverse cultural and language backgrounds in the development and evaluation of policies, guidelines and procedures.
- Provide support to schools to ensure they are able to communicate effectively with their diverse communities, including the use of interpreters, translations and community support staff.
- Encourage schools and their communities to celebrate key community events.
- Establish community consultation and advisory mechanisms on racism in education and barriers to participation for identified student groups.

### Monitoring and reporting

- Develop system-wide procedures for monitoring and reporting on initiatives to counter racism.
- Monitor the educational outcomes for identified groups of students compared to those of the population as a whole.
- Monitor the incidence and resolution of complaints of racism within systems and schools.
- Monitor the participation of staff in training programs designed to counter racism.

## SCHOOLS

- Implement school policies, procedures and practices that do not discriminate, directly or indirectly, against any individual or group on the basis of their race, ethnicity, culture, language or religion.
- Implement initiatives to ensure that all members of the school community – staff, students, parents or caregivers - understand their rights and responsibilities in relation to racist behaviour and in contributing towards the development of schools which value diversity and are free of racism.
- Ensure effective mechanisms are in place for reporting on and responding to incidents of racism and that all staff, students and parents are aware of the procedures and how to access them.
- Involve students, parents and community members in policy development and review.

- Implement teaching and learning programs which challenge racist attitudes and behaviour and increase students' understanding of the effects of racism and discrimination.
- Implement teaching and learning programs to increase students' understandings of Reconciliation, multiculturalism and cultural diversity.
- Evaluate all teaching and learning materials and assessment practices to ensure they are not biased and are inclusive of the needs of all students.
- Implement teaching and learning programs which address the specific cultural and linguistic needs of students.

- Incorporate whole school education programs to counter racism into school training and development plans.
- Encourage all staff to participate in valuing diversity and cross-cultural awareness training and to examine their own behaviour for discrimination.
- Promote good practice through supporting staff to share expertise in strategies to counter racism.
- Encourage teachers to participate in inclusive curriculum training programs and to critically evaluate their own teaching practice for cultural inclusiveness.

- Encourage the participation of all students on student representative bodies so that they reflect the cultural and linguistic diversity of the school.
- Encourage students from diverse cultural and linguistic backgrounds to participate in student leadership and development programs.
- Provide opportunities for students from all backgrounds to discuss issues of racism, cultural diversity and Reconciliation.
- Provide student support services that are appropriate for culturally and linguistically diverse groups and information on educational pathways that is free of cultural stereotyping.
- Promote good examples of student involvement in developing successful initiatives to counter racism.

- Provide information to parents and community members on their rights and responsibilities in relation to racism and education to counter racism.
- Draw on community resources and skills in the development of activities to counter racism, school planning and decision-making processes.
- Use interpreters, translations and community support staff in partnership with teachers to provide information to parents in a language they understand.
- Encourage the participation of parents and community members of all backgrounds in all school activities including activities to counter racism, school planning and decision-making processes and representation on parent and community bodies.

- Investigate and review whole school data and information relating to the progress of identified groups of students to inform development of teaching and learning programs.
- Determine responsibilities for monitoring and reporting on racism and the incidence and resolution of complaints within the school.
- Conduct periodic assessments of the effectiveness of parent and community consultation mechanisms.
- Seek feedback on effectiveness of education initiatives to counter racism and report on outcomes.

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