

# ANTI RACISM CONTACT OFFICER

KAREN CHALK - TEACHER IN HSIE

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## The role of the ARCO

The ARCO plays an important role in assisting and working collaboratively with the principal to implement three major aspects of the Anti-Racism Policy:

### Promote anti-racism education

provide advice on incorporating whole school anti-racism education strategies in school planning.

facilitate professional learning to build awareness of the impact of racism on social cohesion, student learning and wellbeing.

assist teachers to access resources which build awareness and understanding of the impacts of racism

promote upstander responses to incidents of racism for staff and students.

address complaints of racism involving students through approaches such as restorative practice which promote respectful behaviours.

### Support complaint-handling

provide advice on the complaints handling process to students, staff and members of the school community.

manage complaints of racism made by students against other students in accordance with the Behaviour Code for Students and the school's discipline and wellbeing procedures.

provide impartial support to staff, students and members of the school community who wish to make a complaint of racism, in cases where the complaint involves staff or a member of the community.

support the complainant during the complaints handling process to increase the likelihood of a satisfactory outcome

### Monitor incidents of racism

maintain records of complaints and outcomes, as well as allegations and incidents of racism

identify which datasets regarding racism should be collected

analyse significant statistical trends in relation to complaints of racism

provide advice to the principal and/or nominated complaints manager regarding the impact of racism in the school.



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