



Anti-Racism Policy

1. Introduction

This policy was developed in collaboration between the Board of Management, staff and parents.

Other policies reviewed/referred to in the development of this policy include the Code of Behaviour, the Anti-bullying policy, and the Equality of Access and Participation policy and the Inclusion Charter.

<p>Definition of Racism</p>	<ul style="list-style-type: none">• racism is, “any distinction, exclusion, restriction or preference based on race, colour, descent or national or ethnic origin” (U.N.)• “an attitude or belief is racist if it implies that some groups are superior or inferior to others based on their ‘race’, colour, descent, or national or ethnic origin” (NCCA 2005)
<p>Aims of the Anti-Racism Policy</p> <p><i>Demonstrating Leadership</i> <i>Empowering all participants in the school Community</i> <i>Building Awareness and Changing Attitudes</i></p>	<ul style="list-style-type: none">• To ensure effective protection and redress against discrimination in St Patrick’s National School, Greystones, Co. Wicklow, through a structured policy framework• To make our school a safe and welcoming place for all its members by providing an environment in which racist assumptions, attitudes and behaviour are continually challenged.• To give children and adults confidence that racism can, and must, be eradicated.• As a school community, to challenge stereotypical comments which have an underlying racist bias.• To empower children to name and confront all forms of prejudicial and exclusionary behaviour, when it arises.• To develop staff awareness of implicit racism within the school, community and society and address issues of using correct terminology, customs, language etc.• To enable staff to directly intervene with incidents of racism by developing strategies to provide a more effective and coordinated response to them.

	<ul style="list-style-type: none"> • To celebrate difference whether it is of a person's colour, race, ethnicity, nationality, culture, religion/belief or language.
Identifying Racist Incidents	<p>A racist incident is behaviour or language that makes a person <i>'feel unwelcome or marginalised because of their colour, culture, religion, or national origin'</i> (Richardson, 2004).</p>
Categories of racist behaviour:	<ul style="list-style-type: none"> • Derogatory name-calling, insults, racist jokes and language. • Verbal abuse and threats of a racist nature. • Physical assaults of a racist nature. • Ridicule based on differences of colour, race, ethnicity, nationality, culture, religion or language. • Refusal to co-operate with others because of any of the above differences. • Stereotyping on the basis of colour, race, ethnicity, nationality, culture, religion/belief or language. • Racist comments. • Racist graffiti. • Written abuse of a racist nature including racist comments made by emailing or text messaging, or on any social media forums such as Facebook or Twitter [AM1]. • Damage to property motivated by racism. • Incitement of others to act in a racist manner. • Provocative behaviour such as wearing racist badges, insignia or clothing. • Bringing racist materials such as leaflets, photographs or magazines into the school
<p>Strategies for the Prevention of Racism</p> <p><i>A whole school Approach & Response</i></p>	<ul style="list-style-type: none"> • The school endeavours to build a school community based on inclusion, equality and partnership. • The school promotes an atmosphere of friendship, respect and tolerance through programme such as the Social Personal and Health Education curriculum and the Stay Safe programme. • Decolonising the curriculum: learn about the lives of people in other countries, and of their contribution to art, history, music, drama, sciences etc.

	<ul style="list-style-type: none"> • Increasing awareness of the historical roots of racism and discrimination, and their impacts on communities has to be identified as a priority. • Anti-racism and human rights education^[AM2] are explicitly undertaken during anti-racism week and implicitly throughout the school year. • Building cultural competencies and empathy programme^[AM3] • Diversity represented with dignity on the walls of the school (not the charity model) with a clear message of zero tolerance to racism^[AM4]. • All parents are encouraged to visit the school and participate in their child’s education and school activities (through, for example, coffee mornings, participation in school committees such as the library and the garden and volunteering on school outings. This will be subject to the restrictions and guidelines set out as a result of the covid pandemic • Teachers respond sensitively to pupils who disclose incidents of racism. • All disclosed incidents of racism are investigated. • Parents contribute to and support the schools Anti-Racism policy by encouraging positive attitudes and behaviour both at home and at school and by being vigilant for signs and symptoms that their child is subject to racism or is subjecting another child to racism.
<p>Procedures for Dealing with Incidents of Racism</p>	<p>All reports of racism to a member of staff will be noted, investigated and dealt with by the member of staff and the principal. In this way, all members of the school community will be encouraged to “tell” about racist incidents within school.</p>
<p>These general procedures will be followed:</p>	<ul style="list-style-type: none"> • If a child, parent or guardian reports a racist incident to a member of staff, the parent/guardian will be asked to complete a racist incident report form^[AM5]. The incident will be investigated by the member of staff, and by the principal. • A member of staff should report a racist incident directed towards them, by another party, to the principal. The member of staff will complete a racist incident report form and the incident will be investigated by the principal.

- Where there is a report of a racist incident in school or within the school environs^[AM6], the principal and the member of staff/school community involved, will meet with all parties to establish what happened and address the issues accordingly.
- In accordance with the Code of Behaviour, and the Anti-Bullying policy, actions will be taken which could result as last resort in suspension, expulsion or dismissal. ^[AM7]For other members of the school community, this could result in barring from the school grounds or school buildings.

An incident may be in the form of:

- Physical assault of a racist nature
- Derogatory name calling, insults and racist jokes
- Racist graffiti
- Wearing racist badges and insignia
- Bringing racist material to school.
- Verbal Abuse of a racist nature.
- Incitement of others to behave in a racist way.
- Racist comments in the course of discussion during class or within the school grounds.
- Ridicule of an individual for cultural differences e.g. food, music, dress, stereotypes etc.
- Refusal to cooperate with others because of their colour, race, ethnicity, nationality, culture, religion/belief or language.
- Written abuse of a racist nature including racist comments made by emailing or text message, or on any social media forums such as Facebook or Twitter^[AM8].

Monitoring

- A record will be kept of all racist incidents occurring in or pertaining to the school, by means of racist incident report forms.
- These records will give details of the offence, the parties involved, action taken and sanction imposed.
- Incidents which occur on the yard can also be logged in a Behaviour Log Book.^[AM9]
- These records will be reviewed each term and will be used to monitor the frequency and nature of racist incidents and to measure the effectiveness of the methods used by our school in responding to them.

	<ul style="list-style-type: none"> • Based on this information we may adapt the methods we use.
Roles and Responsibilities	<ul style="list-style-type: none"> • It is primarily the role of the school to investigate and act upon a racist incident and to record and report further incidents. • All incidents of racism occurring in school or pertaining to the school will be reported to the principal and recorded in conjunction with the parties involved. • Following a racist incident, it is the role of the school and the principal to monitor future behaviour but also to provide help and support for the victim and challenge racist behaviour through awareness raising programme on values, identity, 'othering' and discrimination. • It is expected that parents/guardians and all members of the school community, will cooperate and work together with the school on a continuous basis to help eliminate any racist behaviour.
Revision of This Policy	This policy shall be regularly revised by the school management team.
Review/Ratification/Communication	<ul style="list-style-type: none"> • This policy was ratified and communicated in (date). • It was reviewed in (date). • It will be reviewed again in (date) and amended if necessary.

Signed: _____

Chairperson

Signed: _____

Principal

Date: _____