

# *Castaheany Educate Together National School*

## **Anti-Racism Policy (2023)**

In response to a National Action Plan against Racism developed by an independent Anti-Racism Committee, launched by the government in March 2023, Castaheany Educate Together NS has adopted the following anti-racism policy. It is aligned with the framework of the school's overall Code of Good Behaviour.

Our school is an anti-racist community and is committed to addressing racism in any form. Racism in any form is not tolerated. All pupils, families, staff, and visitors to the school have the right to be treated with respect and feel safe with regard to their ethnic background and identity.

### **Definition of Racism**

- **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)**

### **Aims of the Anti-Racism Policy**

- To ensure effective protection and redress against discrimination in Castaheany Educate Together National School 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, 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 the 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.

- To celebrate difference whether it is of a person's colour, race, ethnicity, nationality, culture, religion/belief or language

### **Identifying Racist Incidents**

A racist incident is behaviour or language that makes a person *'feel unwelcome or marginalised because of their colour, culture, religion, or national origin'* (Richardson, 2004).

### **Categories of racist behaviour**

- 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 based on colour, race, ethnicity, nationality, culture, religion/belief or language.
- Racist comments.
- Racist graffiti.
- Communication of a racist nature including racist comments made by emailing or text messaging, or any form of communication on **any social networks** such as Facebook, TikTok, Snapchat or Twitter. (This list is not exhaustive)
- 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.

### **Strategies for the Prevention of Racism**

- Castaheany Educate Together NS strives to foster an environment characterised by friendship, respect and tolerance through the implementation of the SPHE (Social, Personal and Health

Education) and Learn Together curricula, Well-Being and Yellow Flag Programmes within our school. By incorporating the principles and teachings found in these, we aim to promote a society where individuals from all backgrounds are treated with dignity and equality, where prejudiced attitudes and discriminatory behaviours are actively challenged and replaced with empathy and acceptance.

- **teach** about the lives of people in other countries, and of their contribution to art, history, music, drama, sciences etc.
- **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** are explicitly undertaken during Anti-racism Week, Children's Rights fortnight and Castaheany Pride Fortnight and implicitly throughout the school year. Classes are encouraged to take part in initiatives such as the Show Racism the Red Flag competition and the INTO Different Families, Same Love competition
- **Diversity** represented with **dignity** on the walls of the school with a clear message of zero tolerance for racism.
- Using Home School Community Liaison activities such as 'Breakfast Mornings' all **parents are encouraged** to visit the school and participate in their child's education and school activities.
- **Teachers respond sensitively** to pupils who disclose incidents of racism.
- **All** disclosed incidents of racism are investigated.
- Parents agree on enrolment to contribute to and support the school's 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.

### **Procedures for dealing with Incidents of Racism**

- 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" and to be 'upstanders' about racist incidents within the school.
- 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. The incident will be investigated by the member of staff, the principal, and the Board of Management and further advice sought if needed.
- 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 principal and or Board of Management will investigate the incident.
- Where there is a report of a racist incident in school or within the school environs, the principal and the member of staff/school community involved will meet with all parties

to establish what happened and address the issues accordingly.

- - The school's Code of Behaviour will be followed.
- Where school staff are concerned, the Parental Communications and Complaints Procedure will be followed.
- For other members of the school community, this could result in barring from the school grounds/school buildings or the involvement of the Gardaí.

**A racist incident may present as follows:**

- 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.
- Communication of a racist nature including racist comments made by emailing or text messaging, or any form on **any social networks** such as Facebook, TikTok, Snapchat or Twitter. This list is not exhaustive.

**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, the action taken and the sanction imposed.
- Incidents which occur on the yard can also be logged in a **Yard Log Book**.

- 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. Based on this information we may adapt the methods we use.

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### **Roles and responsibilities**

- 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 programmes such as the Yellow Flag Programme, on values, identity, 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.

### **Ratification and Review**

This policy was adopted by the Board of Management on September 18th 2023.

This policy has been made available to school personnel, published on the school website and provided to the Parent Teacher Association. A copy of this policy will be made available to the Department of Education and Skills and the Patron, if requested. Hard copies of this, and all school policies, are available at the school on request.

Signed: Sheila Gaughan

Signed: Ann Ryan

(Principal)

(Chairperson, Board of Management)

Date: 18/9/23

