

# St. Fergal's National School

## Anti-Racism Policy



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All pupils of St. Fergal's National School have the right to be treated with respect and feel safe about their individual ethnic background. They have the right to receive their education in an environment which is free from humiliation, or abuse on racial grounds. Parents should feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with and that help, and support will be given to all involved.

### Definition of Racism

Racism is when a person has deliberately been abused, harassed, or discriminated against, or perceives this to be the case, in relation to their colour, religion, ethnicity, including membership of the Traveller community.

### Good Practice

St. Fergal's National School is committed to inclusiveness, that is all children, irrespective of class, gender, race, religion, lifestyle is not only included in our school but that each child's uniqueness is affirmed, celebrated, and protected.

- Our school community recognizes and nurtures the identity of all races and cultures
- Our school strives to develop positive anti-racist language, awareness and strategies in order to create an environment which reflects that all people are valued and that no harassment will be tolerated.
- Our school will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds.
- Through school assemblies and curriculum, pupils will be shown that racism, in any form is not tolerated.

### The Role of the Staff

- All staff, teaching and non-teaching should be vigilant as possible in class and in the playground at all times, in order that racist behaviour does not go undetected.
- Staff should remain calm and should take time to listen impartially to all involved
- All reports of racist incidents should be recorded.
- If deemed necessary, the school will contact the parents/guardians of the pupils involved. A suitable consequence or next steps will be discussed with all parties involved. (See Code of Behaviour Policy, Anti-Bullying Policy)

### The Role of the Pupil

- All pupils should adhere to our school's Code of Behaviour. A pupil who perceives themselves to be victims of racism and pupils who witness incidents of racism have a responsibility to report this.
- Pupils should ask for help from staff in defusing a difficult situation. They should not retaliate either verbally or physically.

### The Role of the Parent

- Parents /Guardians support the school's policy on anti-racism and should inform the school if they believe a racist act has occurred at school.

- Parent/Guardian of a pupil who is responsible for a racist conduct are encouraged to play an active role in dealing with it.

**It is essential that our children are empowered to challenge racism at school and in the wider community.**

### Monitoring

- The overall effectiveness of the anti-racism policy will be subject to consideration in daily school life, staff meetings assemblies and class discussions. Racist incidents will be dealt with in accordance with our Code of Behaviour and our Anti-Bullying Behaviour policies.

### Links to other school policies

This policies link with the following policies in our school, either directly or indirectly.

Anti-Bullying Policy, Code of Behaviour Policy, Child Protection Policy, Special Education Needs Policy

### Review:

This policy will be reviewed every two years or earlier if necessary.

Signed: Joe Behan  
Chairperson B.O.M

Date: 03/10/2022

Signed: Tom Sargent  
Principal

Date: 03/10/2022

Date of next review: \_\_\_\_\_