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Education & Training
Boards Ireland
*Bord Oideachais &
Oiliúna Éireann*

Broadmeadow Community

National School,

Rathbeale Road,

Swords,

Co. Dublin

<https://broadmeadowcns.ie>

broadmeadowcns@ddletb.ie

Roll Number: 20529J

ANTI-RACISM POLICY

BROADMEADOW COMMUNITY

NATIONAL SCHOOL



2022/2023

Principal: Miss J. Robinson

The Principal of Miss Jennifer Robinson is responsible for the implementation of this Anti-Racism Policy.

Summary

In Ireland, equality legislation is based on 'The Employment Equality Acts', and 'The Equal Status Acts' which prohibit discrimination on nine grounds. These are gender, family status, marital status, sexual orientation, religion, age, race, disability and membership of the traveller community. This anti-racism policy aims to promote the celebration of difference and to facilitate effective protection and redress against racial discrimination within our school. We are sending a clear message that racism will not be tolerated in Broadmeadow CNS and, in doing so, fulfil our legal obligation to the pupils, staff and parents of our school.

Broadmeadow CNS is a multi-belief school which welcomes pupils from all faiths and none. The ethos of Broadmeadow CNS is firmly based on inclusion, equality and partnership in education. Our school motto is 'Connect, Create, Explore and Enjoy'. We strongly believe that through a fully inclusive school, against racism, then all will be able to connect, create, explore and learn everyday. Broadmeadow CNS also has a strong multi-ethnic enrolment – the school seeks at all times to value, recognise and respect the religious, ethnic and cultural diversity reflected in the school community.

We expect all children, and all members of the school community, to find our school a safe and welcoming place, where everyone can achieve success, irrespective of their nationality or ethnic background. It is not possible to accomplish this if any child, or member of the school community, faces prejudice or hostility because of differences of colour, race, ethnicity, nationality, culture, religion/belief or language.

Racism- What is the definition?

The U.N. convention on the elimination of all forms of racial discrimination defines racism as, "any distinction, exclusion, restriction or preference based on race, colour, descent or national or ethnic origin."

According to the NCCA 2005 document, 'Intercultural Education in the Primary School', 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.

In our school we define a racist incident as being when an individual is discriminated against, or targeted, on the basis of colour, race, ethnicity, nationality, culture, religion/belief or language.

Aims and Objectives

- To support and give meaning to our school ethos of inclusion, equality and partnership and promote our motto 'Connect, Create, Explore and Enjoy'
- To ensure effective protection and redress against discrimination in Broadmeadow CNS through a structured policy framework.
- As a school community, to challenge stereotypical comments which have an underlying racist bias.
- To celebrate difference whether it is of a person's colour, race, ethnicity, nationality, culture, religion/belief or language.
- 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 enable staff to directly intervene with incidents of racism by developing strategies to provide a more effective and coordinated response to them.
- To empower children to name and confront all forms of prejudicial and exclusionary behaviour when it arises.
- To enable children and adults to develop the confidence that racism can, and must, be eradicated.
- To develop staff awareness of implicit racism within the school, community and society and address issues of using correct terminology, customs, language etc.

How to Identify an Incident

- 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).
- It is important to note that intentionality is irrelevant.

Types of Racist Behaviour

- Derogatory name-calling, insults, racist jokes, language & micro aggressions.
- Ridicule based on differences of colour, race, ethnicity, nationality, culture, religion or language.
- Verbal abuse and threats of a racist nature.
- Physical assaults of a racist nature.
- Racist language or comments.
- 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 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.
- 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.

How Do We Plan To Tackle Racism?

In Broadmeadow CNS, there is a strong sense of cooperation between the chairperson, principal, staff, pupils and parents and each has a clear role in the prevention of racism. At the centre of a whole school response to racism is the creation of a nurturing and supportive school climate, which focuses on respect for every individual. This approach is a whole school and community approach, whilst also taking on board the wider community and world too.

Aims;

- 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 the Social Personal and Health Education Programme, Stay Safe Programme, GMGY and Circle Time.

- As a school community in Broadmeadow CNS, there is a zero tolerance approach towards racism.
- Anti-racism and human rights education are explicitly undertaken during anti-racism week and implicitly taught throughout the school year.
- Through the use of our Yellow Flag Programme we will promote and educate.
- Teachers have access to 'The Toolkit for Diversity in the Primary School' to guide them in creating a welcoming classroom for pupils for whom English is a second language, and in communicating with their parents.
- By means of planned event days, all parents are encouraged to visit the school and participate in their child's education and school activities.
- Families are encouraged to share culture.
- Parents 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.
- Access to all materials via social media and website to support Anti-Racism Acts.
- Teachers respond sensitively to pupils who disclose incidents of racism.
- All disclosed incidents of racism are investigated.
- Up to date policies and procedures to tackle racism.

Dealing with Racism- Procedures

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.

These general procedures will be followed:

- If a 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, and by the principal.
- If a child reports a racist incident to a member of staff, the member of staff (whether a teaching or non-teaching member of staff), will investigate and complete a racist incident report form. Incidents will also be reported to 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.

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.
- 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.
- In accordance with the Code of Behaviour, and Grievance Procedures, actions will be taken which could result in suspension, expulsion or dismissal. For other members of the school community, this could result in barring from the school grounds or school buildings.
- All incidents are now shared in the Principal Report with BOM.

Monitoring Racism

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 the Behaviour 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.

Links with BOM

- The Principal will report all bullying and racism incidents to the Board of Management at each meeting.
- Annually, the Board will complete Appendix 1 to review Anti-Bullying & Anti-Racism procedures in Broadmeadow CNS.
- The Board of Management confirms that the Broadmeadow CNS will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of pupils or staff or the harassment of pupils or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

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 and to provide help and support for the victim. 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.

Role of School Principal/Staff

- To formulate a draft policy in consultation with the teaching staff, students,

parents and present to the BOM and monitor this.

- To implement the policy and to support other teaching staff in their implementation of the policy.
- To apply for and acquire such resources as are available in accordance with government policies.
- To appraise the policy with regard to its suitability and the effectiveness of its implementation and to make recommendations for improvement where appropriate and share where needed.
- To ensure that all recording of racism is taken seriously and kept up to date and relevant.
- To direct and provide parents to all relevant policies to share with their child.
- To monitor racism within the school and deal with this as they see fit in order to minimise this.
- Completion of **Appendix 3 and discussion with Principal.**

Role of the Pupil

- To sign a contract to co-operate fully with the school in the implementations of all school policies that apply to them.
- To offer suggestions for improving the service to students through the use of student council and other school organisations that may become available.
- To abide by all school rules and school ethos to ensure the best education and school environment for themselves and others.
- To abide by the anti racism policy everyday within school and without.
- To fully co-operate with staff, parents, guardians or others staff members when required and ensure they are truthful at all times, even if in the wrong.

Role of the Parent/Guardian

- To support all school policies and to co-operate fully with the school in its implementation of these.
- To engage effectively and within an appropriate manner with all staff if you have any questions or concerns in relation to any reported bullying issues or matters concerning you or your child.
- To engage with all letters, emails and social media platforms in relation to bullying reports.
- To respond to all that is required within a timely manner.
- To attend any meetings that you may be asked to attend in relation to bullying matters involving your child.
- To play a key partnership role to ensure the best for your child at Broadmeadow CNS.
- To ensure that all records kept on file are kept up to date and in line with all GDPR requirements and other legislation.

Role of BOM

- To ensure that an admission policy is in place and that it is reviewed on a regular basis in line with legislation.

- To appraise this policy with regard to its suitability and the effectiveness of its implementation and to make recommendations for improvement where appropriate.
- To work closely with the Principal and all school staff.
- To analyse all information gathered in a bullying case before making a decision.
- To discuss findings with the Principal to share to those involved and only meet with parents, children in extreme cases. (This will be extremely rare)
- To address any written reports in relation to Racism in a timely manner, ensuring all relevant investigations have been completed.
- Completion of **Appendix 1 and 2.**

Template for Reporting Anti-Racism Behaviour to Board of Management- Appendix 1

Name of pupil

Name _____ Class _____

Name(s) and class(es) of pupil(s) engaged in racist behaviour and or comments;

Source of racist concern. (tick as relevant) **Location** of incidents (tick as relevant).

Pupil concerned	Playground	
Other pupil	Classroom	
Teacher	Corridor	
Other	Toilets	

Name of person(s) who reported the bullying concern

Type of Racist Behaviour (tick as relevant)

Racist Comment	Cyber-bullying with a racist approach	
Racist Aggression	Ridicule due to culture or belief	
Racist Grafitti	Intimidation	
Isolation/Exclusion	Malicious gossip	
Name Calling due to race	Other (specify)	

Where behaviour is regarded as identity-based racism, indicate the relevant category:

Homophobic _____ Disability/SEN Related _____ Racist _____

Membership of the Travelling community _____ Other _____

Brief description of racist behaviour and its impact

Details of actions taken

Signature: _____

Chairperson, Board of Management.

Date: _____

Signature: _____

Principal

Date: _____

Appendix 2

**Notification regarding the Board of Management's
Annual Review of the Racism Policy.**

To: _____

The Board of Management of Broadmeadow CNS wishes to inform you that:

The Board of Management's annual review of the school's Anti-Bullying Policy and its implementation was completed at the Board meeting of _____ [date].

This review was conducted in accordance with the checklist set out in **Appendix of the Department's *Anti-Bullying Procedures for Primary and Post-Primary Schools***, which is incorporated into the school's policy.

Signed _____ Date _____

Principal

Signed _____ Date _____

Chairperson, Board of Management

Template for Reporting Anti-Racism Behaviour - Appendix 3

Name of pupil

Name _____ Class _____

Name(s) and class(es) of pupil(s) engaged in racist behaviour and or comments;

Source of racist concern. (tick as relevant) **Location** of incidents (tick as relevant).

Pupil concerned	Playground	
Other pupil	Classroom	
Teacher	Corridor	
Other	Toilets	

Name of person(s) who reported the bullying concern

Type of Racist Behaviour (tick as relevant)

Racist Comment	Cyber-bullying with a racist approach	
Racist Aggression	Ridicule due to culture or belief	
Racist Grafitti	Intimidation	
Isolation/Exclusion	Malicious gossip	
Name Calling due to race	Other (specify)	

Where behaviour is regarded as identity-based racism, indicate the relevant category:

Homophobic _____ Disability/SEN Related _____ Racist _____

Membership of the Travelling community _____ Other _____

Brief description of racist behaviour and its impact

Details of actions taken

Signature: Jennifer Robinson

Principal 31.5.22

Staff member completing this form

Date:31.5.22

Ann Graves- Acting Chairperson

This policy was;

Ratified by the Board of Management on _____ Date

Signed _____

Chairperson, Board of Management