



Rathbeggan N.S.

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Rathbeggan NS Anti-Racism Policy

In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the National Educational Welfare Board (NEWB), the Board of Management of Rathbeggan NS has adopted the following anti-racism policy within the framework of the school's overall Code of Behaviour. This policy fully complies with the requirements of the Anti-Bullying Procedures for Primary and Post-Primary Schools which were published by the Department of Education and Skills (DES) in September 2013.

The Board of Management recognises the very serious nature of bullying and racism, and the negative impact that it can have on the lives of children and young people and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying/racist behaviour: A positive school culture and climate which is welcoming of difference and diversity and is based on inclusivity; encourages children to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and promotes respectful relationships across the school community.

All pupils at Rathbeggan National School have the right to be treated with respect and to feel safe with regard to their individual ethnic background. They have the right to receive their education in an environment which is free from humiliation, oppression 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 racial, ethnic or religious identity.

Good practice

Our school community recognises and nurtures the identity of children of all races and cultures. Our school strives to develop positive anti-racist language, awareness, images and strategies in order to create policies, practice and an environment which reflect that all people are equally 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. All children need to see and share a range of cultures which is positively valued

Through appropriate Social Personal and Health Education, school assemblies and curriculum, pupils will be shown that racism, in any form, is unacceptable

The role of the staff

All staff, teaching and non-teaching should be vigilant in class and in the playground at all times, in order that racist behaviour does not go undetected.

All staff should take action as soon as possible and ensure that all interaction is carried out privately, i.e. away from the group.

Staff should remain calm and take time to listen impartially to all involved.

Staff should avoid labelling pupils as 'racist' and 'victim' – after an incident both pupils may need support to rebuild or reinforce self-image and esteem. We will take a restorative practice mediation approach as part of the response to incidents, to help educate and reconcile students.

All reports of racist incidents must be recorded using Reflection notes and the Principal informed. All racist incidents will be added to the class folder. The school will contact the parents/guardians of the pupils involved. A suitable consequence or next steps will be discussed with all parties involved.

The role of the pupil

All pupils should adhere to our school's Relationships and Code of Positive Behaviour Policy. A pupil who perceives themselves to be the 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, but should ask for help from staff.

The role of the parent

Parent/Guardians support the schools policy on anti-racism and will inform the school if they believe a racist act has occurred at school or in the wider community.

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

The Board of Management, Principal and the staff should, in the implementation of this policy:

- Be fully informed on matters concerning racism
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

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It is essential that work to address issues of racism and equality should take place at every opportunity through the taught curriculum. There are a wide range of strategies which teachers can adopt in their classroom which can support a school's approach to dealing with and addressing racism with all children. These could include: -

- Providing positive images and role-models in resources and displays which reflect the experiences and backgrounds of all children in our multicultural society.
- Critically examining existing resources in the school to ensure that stereotyped and outdated images and viewpoints of groups of people are not being perpetuated.

- Developing global dimensions to the curriculum which value contributions of all people to world culture and critically address issues of world development and interdependence.
- Exploring with children at the appropriate level, issues of racism and equality in a range of personal, community and global contexts and inviting them to develop strategies of promoting justice and challenging injustice.
- Encouraging cooperative and collaborative approaches to learning and ensuring that children's cultural and linguistic experiences are reflected and built upon positively in the classroom.
- Building positive links and community groups and using support agencies to the full to ensure that the multicultural dimension to the curriculum is fully developed.
- Having high expectations of children of all ethnic backgrounds and making known to them our confidence in their ability to achieve and ensuring that each child's individual learning and social needs are met.

Monitoring and review

The overall effectiveness of the anti-racism policy will be subject to consideration in daily school life, staff meetings, ISMT meetings, Board of Management meetings, assemblies and class discussions. Records of racist incidents are recorded in class folders and the school will monitor patterns and trends.

This policy was ratified and adopted by the Board of Management on 12/06/25 and will be reviewed in June 2026. We will consult with teachers, students and parents.

Signed: *Baron M. Mulvihill*

(Chairperson, BOM)

Signed: *Ali S. Ali*

(Principal)

Date: 12/06/25

Date for Review: 01/06/28