

# **St Oliver Plunkett's NS Anti- Racism Policy**

## **What is Racism in School**

Racism occurs when a pupil, or member of staff, is treated less favourably because of their skin colour, race, language, ethnicity, nationality, religion, belief or culture.

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

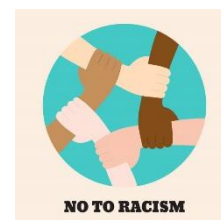
To ensure our school is a place where everyone has the right to be themselves.

To make St Oliver Plunkett's a place where everyone can feel safe, be happy and learn irrespective of their nationality or ethnic background.

Everyone at St Oliver Plunkett's is included and acts with respect and kindness towards each other.

## **How can we Prevent Racism?**

- St Oliver Plunkett's has a zero-tolerance approach to racism
- Yellow Flag Programme – Promoting Inclusion and Diversity
- Celebrate and embrace cultural events
- SPHE Programmes- Stay Safe and Weaving Well Being
- Anti-Racism Policy



## **What does Racism look like?**

- Verbal abuse, online bullying, physical abuse, exclusion from activities, racist graffiti and wearing racist badges, insignia or clothing. The most common form pupils face is verbal abuse through the use of racist terminology and racial stereotyping.

## **What should I Do if I see or suspect a racist incident?**

# Start Telling Other People

If you see or suspect a racist incident it is important to tell someone you trust. Tell an adult or friend, either at school or at home.

You can:

1. Tell a teacher – your class teacher or any other teacher in the school
2. Tell any other adult staff in school – such as SNA or the school office
3. Tell an adult at home

## Dealing with Incidents of Racism

- St Oliver Plunkett's has a zero-tolerance approach to racism
- All reports of racism will be investigated by a member of staff and by the principal
- A behaviour tracker sheet is filled in, highlighting that it was a racist incident.
- Staff should report a racist incident directed towards them to the principal.
- In accordance with the Code of Behaviour, and Grievance Procedures, actions will be taken as per the Code of Behaviour and the Anti-Bullying Policy.



This policy shall be regularly revised by the school management team at St Oliver Plunkett's NS.

Chairperson:

Sheila Macken

Principal:

Mairéad Murphy