

# Scoil Bhríde Anti- Racism Policy



- Racism relates to discriminatory attitudes, beliefs, behaviour, distinctions, exclusions, restrictions or preferences that are based on presumptions about a person's colour, descent, national or ethnic origin, migrant status or religion.
- Scoil Bhríde acknowledges the diverse and multicultural nature of our school population and has drawn up an anti-racism statement to reflect this.
- We acknowledge the harm caused by racism and all other forms of group or individual discrimination on grounds of gender, religion, ethnicity, sexual identity, age or special needs.
- We acknowledge that it is in the personal capacity of all individuals in the school community (Patron, Principal, Teachers, SNAs, other school staff, parents and pupils) to act either consciously or subconsciously in a discriminatory manner.
- We acknowledge that it is in the capacity of the institution of our school to act either consciously or subconsciously in a discriminatory manner.

## Aims

- We aim for a fully inclusive school community where fairness and equality are evident and where all our members and visitors are treated respectfully, regardless of race or ethnicity.
- We aim to foster a climate of respect for cultural diversity and create and maintain an environment free from discrimination on the basis of perceptions about race.

## Principles

'Scoil Bhríde Community' consists of the pupils, staff, parents, families, volunteers and friends of the school.

- Scoil Bhríde Community does not accept racism in any form and promotes anti-racism both within the school community and in the wider community, including its online community.
- Scoil Bhríde Community treats all its members and visitors respectfully, regardless of race or ethnicity.

- Scoil Bhride Community does not discriminate against any of its members or visitors, with regard to race or ethnicity.
- Members of Scoil Bhride Community do not discriminate against others with whom they come in contact during school outings, while representing the school or in the wider community, with regard to race or ethnicity.
- The school undertakes the teaching of anti-racism in line with our intercultural guideline document and to maintain awareness of anti racism in the school.
- The school will be actively involved in the 'Be Fair Say No to Racism' campaign and use the booklet 'Children and Racism : What can your school do?' as part of its anti racism strategy.
- the school will ensure that its resources, reading materials and displays reflect the cultural diversity of the community and that no discriminatory resources are kept or used in the school.
- All incidences of racism will be recorded. The school will not tolerate racist name-calling, racist bullying, graffiti or racist comments on school premises or online. Members of the school community in breach of our anti racism policy will be subject to procedures outlined in the school's Code of Behaviour.