

Hansfield ETSS

Learning Through Discovery



Anti-Racism Policy


Approved by the Board of Management:

13/03/2026

Review Date:

30/05/2027

Signed:  **Date:** 13th March 2026
Susan McCullen
Chairperson, Board of Management

Signed:  **Date:** 13th March 2026
Christopher Humphries
Principal

School Ethos & Vision

Hansfield Educate Together Secondary School (ETSS) is committed to pursuing excellence by promoting “learning through discovery” and enabling young people to become agents of change in their local and global community. It works towards building a culture based on respect, honesty and fairness within the whole school community and creating an environment that is safe, caring and encouraging for all students.

We work with our students to enable them to develop a sense of responsibility and personal agency. While doing so we embrace difference and diversity and nurture individual talents so that each student can reach their true potential. This policy supplements the Bí Cineálta policy.

What is Racism?

Racism is the belief that a ground such as “race“, colour, language, religion, nationality or national or ethnic origin justifies contempt for a person or a group of persons, or the notion of superiority of a person or a group of persons, which manifests through those power dynamics present in structural and institutional arrangements, practices, policies and cultural norms, which have the effect of excluding or discriminating against those individuals. (European Commission on Racism and Intolerance, 2023). The International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) terms “racial discrimination” as any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.” (Article 1, ICERD)

Aims of the policy

- To acknowledge that racism exists and understand that we must take steps to combat it in our community
- To ensure effective protection and redress against discrimination in Hansfield ETSS through a structured policy framework
- 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 give young people and adults confidence that racism can, and must, be eradicated
- As a school community, to challenge stereotypical comments which have an underlying racist bias
- To empower young people to name and confront all forms of prejudicial and exclusionary behaviour when it arises
- To develop staff, student and parental awareness of implicit racism within the school, community and society and address issues of using correct terminology, customs, language, etc.
- To enable staff to directly intervene with incidents of racism by developing strategies to provide a more effective and coordinated response to them

- To celebrate difference whether it is of a person's colour, race, ethnicity, nationality, culture, religion/belief or language

Who must abide by this policy?

All staff members, students, parents and visitors to the school.

Supporting Understanding of Cultural Diversity in the School Community

Hansfield ETSS will aspire to do the following to encourage and support diversity and inclusion:

- Maintain and support the Yellow Flag and Diversity Committees, which will promote inclusion and equality and support the implementation of this policy across the school community.
- Participate annually in Anti-Racism Month each March, including the organisation of Anti-Racism Week and other activities that raise awareness and promote respectful dialogue.
- Provide anti-racism workshops, awareness sessions, and educational activities for students and staff.
- Embed anti-racism and intercultural learning within the curriculum, particularly through subjects such as Ethical Education, CSPE, SPHE and the Wellbeing programme.
- Organise cultural events and celebrations that recognise and celebrate the diverse backgrounds of students and staff, such as Yellow Flag events, Black History Month and other cultural awareness initiatives.
- Promote learning about the cultures and contributions of people from different countries, including their achievements in areas such as art, history, literature, music, science and society.
- Actively challenge and discourage racism through classroom discussions, awareness campaigns, school displays, and cultural representation initiatives.
- Encourage inclusive engagement with parents and guardians, including hosting cultural events and promoting open and respectful communication with families from all backgrounds.
- Where possible, make important school information accessible to families whose first language is not English, including the use of translated materials or other appropriate supports.
- Ensure the school environment reflects diversity and inclusion, including the use of multilingual signage where appropriate and the provision of library resources that represent diverse cultures and perspectives.
- Encourage staff to reflect on inclusive teaching practices and to use strategies that support students from diverse cultural and linguistic backgrounds.
- Ensure that staff respond sensitively to disclosures of racism and that all reported incidents are appropriately investigated and recorded in line with school policies.
- Undertake whole-school consultation when developing and reviewing this policy, ensuring that students, staff, parents and guardians have opportunities to contribute to its implementation and review.

Categories of Racism

The categories of racism are:

- Interpersonal
- Institutional
- Structural
- Historical

A racist incident is behaviour that makes a person feel unwelcome or marginalised because of their colour, culture, religion or national origin (Richardson, 2004)

Types of Racism

- Indirect racism
- Stereotyping
- Exclusion of certain races
- Name calling
- Microaggressions
- Individual and systemic

Examples of Racist Behaviour

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

This list is not exhaustive.

Reporting

Students, staff or other individuals may report incidents using the procedure as outlined below:

- Students should report to staff member, e.g. classroom/supervising teacher, tutor or Year Head.
- All reports of racism to a member of staff will be noted, investigated and dealt with by the member of staff and the Deputy Principals, supported by the Year Heads. In this way, all members of the school community will be encouraged to “tell” about racist incidents within school, in keeping with the Bí Cineálta policy currently in place. All reports will be taken seriously including those reported anonymously
- If a young person or parent/guardian reports a racist incident to a member of staff, the young person or parent/guardian will be asked to complete an incident report form. The incident will be investigated by the appropriate member of staff.
- A member of staff should report a racist incident directed towards them, by another party, to the nominated person (Deputy Principal). The staff member should refer to the Staff Anti-bullying/Harassment Policy, which covers the complaints procedure and appropriate course of action.
- Where there is a report of a racist incident in school or within the school environs, the incident will be investigated to establish what happened and address the issues accordingly and in line with the school’s Positive Behaviour and Code of Conduct and Bí Cineálta policies.
- The ethnicity of the parties involved will be recorded
- In accordance with the school’s Positive Behaviour and Code of Conduct Policy and the Bí Cineálta Policy, appropriate actions will be taken and could result in consequences up to and including suspension or expulsion. In keeping with the Positive Behaviour and Code of Conduct Policy, a restorative practice conversation will take place with the support of relevant staff.
- A record of racist incidents will be kept by the school and shared with the Board of Management, in line with the Bí Cineálta reporting procedures.
- The outcome of the investigation will be shared with the individuals concerned, as appropriate.

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. The Principal has a responsibility to report incidents of racism, under the Bí Cineálta policy to the Board of Management
- Following a racist incident, it is the role of the pastoral team (Tutor/Year Head) to monitor future behaviour, provide help and support for the victim as required, and challenge racist behaviour through awareness raising programmes on values,

identity, 'othering' and discrimination (e.g. Wellbeing and Ethical Education/SPHE programmes of study).

- 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

Sharing the policy

The policy will be made available on the school website.

Students/parents & guardians will provide written agreement to adhere to the policy by signing the appropriate page in their school journals.

Policy Review

The board considered and approved the final policy statement and guidelines at a board meeting on 13th March 2026. It will be reviewed following a one-year period of implementation, at which time any relevant amendments will be made. It will be reviewed every two years thereafter and revised as required.

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