

St Joseph's Catholic Primary School

Hazelgrove Road

Haywards Heath

West Sussex

RH16 3PQ

Headteacher: Mrs Catherine Walker BEd (Hons) MA



West Sussex County Council

Telephone: (01444) 452584

Fax: (01444) 414760

e-mail: office@stjosephshh.org.uk

website: www.stjosephshh.org.uk

29th November 2023

Dear Parent/Carer

I am writing to you to ask for your support.

Over recent weeks, we have had an issue with some of our pupils openly using racist language. When challenged pupils believe they are having fun at the expense of others, and they believe that it is just banter. This is not banter and has no place in our school.

This unacceptable behaviour is also outlined in the governments Keeping Children Safe in Education (September 2023) guidance, it is part of every school Safeguarding Policy, and that involves protecting pupils from physical harm, but also includes harm to their mental health and protecting pupils from discriminatory bullying etc.

The impact of “banter” or the deliberate use of discriminatory language/behaviour on our pupils and society can be catastrophic and have lifelong effects. As the first educators of your child we need all parents to work in partnership with us to ensure children understand what the term racism means and that any racist behaviour will be challenged and tackled immediately. I am sure you will agree we do not want this for any of our children. School should and needs to be a safe place for all, irrespective of differences. Therefore, I turn to you to ask for your support. This is not a short-term fix and change will not happen unless we educate people.

In school we will continue to:

- Openly challenge any form of stereotype/prejudice/discrimination – we will not shy away from an issue.
- Educate that all forms of prejudice & discrimination are wrong.
- We will continue to educate on anti-bullying and promote “We are all different but equal”
- Invite into school guest speakers/celebrate diversity.
- Listen to our diverse school community, to see how we can support them further.
- Visit exhibitions/places of worship/give experiences of different cultures.
- Remove break/lunchtime from those who are using discriminatory language.
- Remove from class (for a period time) those using discriminatory language.
- We will report incidents of racism to the local authority and Bosco Trust
- Involve parents/carers.

~ 2 ~

- Make links and consequences to real life e.g. using sexist/homophobic/racist language in the work place could result in your dismissal/criminal record.
- Provide additional staff training around bullying issues.
- Take part in the national Anti-Bullying week Exclude, if necessary.
- Police involvement if necessary.

Please can I ask all parents discuss the contents of this letter with your child – challenge “banter” or the use of inappropriate discriminatory language/behaviour.

At St Joseph’s we will be teaching additional lessons around the issues of racism and respect for all others during this week and therefore your child may wish to discuss the content at home.

St Joseph’s prides itself on promoting love, acceptance and joy and the impact these values have on the wider community. Please help us to continue to foster these by recognising and celebrating the uniqueness that exists within our school community.

If you would like to discuss the content of this letter further, please do not hesitate to contact school.

Thank you for your continued support.

Yours sincerely



Mrs C Walker
Headteacher

