

WATHEN GRANGE

POLICY FOR EQUAL OPPORTUNITIES (INCLUDING RACIAL EQUALITY AND CULTURAL DIVERSITY)

Dated: January 2018

To be reviewed: January 2019

At Wathen Grange School we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people – employees, visitors, pupils and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Aims

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school. By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender.

The school will ensure that:

All pupils have opportunities to achieve their potential

- Expectations of all pupils are high
- All pupils have access to and can make full use of, the school's facilities and resources
- It reflects the community it serves and responds to its needs
- All pupils are prepared for life in a diverse and multi-ethnic society
- All pupils understand the meaning of prejudice, how discrimination occurs and how to take a Stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively (see Discipline policy, Anti-bullying Policy and Confidentiality policy)
- Inclusion issues are taken seriously and are considered in all aspects of school life

Equal Opportunities

All pupils and adults within the school have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language.
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to access to extra-curricular activities, work experience

Pupils and adults within school are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement.

Support

Support is available for pupils from their tutor, Welfare Officer, or any trusted adult. All pupils may access outside support.

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POLICY FOR RACIAL EQUALITY AND CULTURAL DIVERSITY

The curriculum of Wathen Grange School will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

Racist language and behaviour will not be tolerated. All incidents will be recorded (see attached form) and parents notified. Persistent racism will result in fixed term or permanent exclusion.

Wathen Grange School welcomes its duties under the Race Relations (amendment)

Act 2000. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every pupil should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society, and in the wider context of an interdependent world
- Every pupil should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being in accordance with the Every Child Matters agenda

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Pupils' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Pupils' personal development and pastoral care
- Admissions and attendance
- The curriculum content
- Staff recruitment and professional development
- Partnership with parents and communities

The school is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, Islamophobia, travellers, refugees and asylum-seekers. The school hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

Religious Observance

We respect the religious beliefs and practices of all staff, pupils and their parents, and will comply with all reasonable requests relating to religious observance and practice.

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The Dress Code

Parents are asked that pupils do not wear anything which has a slogan, writing or illustration that may be offensive in any way to anyone else. Clothing must be appropriate in terms of decency. SLT reserve the right to ask pupils who wear revealing/inadequate clothing to go home and change. Persistent breaches of the code could result in exclusion. Although pupils are not allowed to wear hats in school, headgear pertaining to a religious belief may be worn. Dress for PE would also be adapted for similar reasons.

Breaches of policy

Breaches of policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Head of Education and the governing body. If a racist incident takes place, not only will the normal incident form (please see Discipline policy) be filled in, but the Racist Incident form as well. Although a copy of the form may be filed in the appropriate person's file, one will be held centrally by SLT so that all incidents can be clearly and simply monitored.

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Responsibilities

The governors' responsibility is to ensure that the school complies with the legislation and that this policy and its related procedures and strategies are implemented. In order to do this the policy will be regularly by SLT.

The Head of Education is responsible for implementing the policy; for ensuring that all staff are aware of

their responsibilities by presenting all staff with the updated policy. He/She is responsible for ensuring

that appropriate training and support is given through the normal staff development programme and that this issue is highlighted in the school development plan. He/She is responsible for taking appropriate action in any case of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work. In the case of support staff the appropriate action will be to report to their line manager and to fill in the appropriate form.

Availability of this Policy

This policy will be available to parents on request and will be published on the school website. It will be available to staff in the main office.

This document is to be discussed at SLT meetings.

This policy will be reviewed on a three yearly basis.

Review date January 2019

RACIST INCIDENT - INITIAL REPORT

On completing this form, please refer to the following points:

1. Try and keep the description of what happened brief and to the point.
2. When describing where it happened, give the exact location if possible.
3. Ask whether the complainant had any previous contact or knowledge of the suspect.
4. If another agency has been told of the incident, include when and to whom (if known) the

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report was made.

5. Agree the next steps, with the complainant and any continued contact, how outcome will be agreed/communicated, whether the incident requires referral to another agency, e.g. formal police referral.

When did it happen?

Date: _____ **Time:** _____ **am/pm**

Where did it happen? (Place in school/other) _____

Have you reported to the police? YES/NO

What happened? (Brief details)

Names of Witnesses: _____

(Witnesses should write, sign and date a statement)

Agreed action to be taken as a result of complaint: _____

Complainant Details

Name: _____ **Tutor Group:** _____

Contact Names: _____

Telephone No. _____

Age: _____ **Gender:** _____

Has the incident been reported to the police? YES/NO (delete as applicable)

Details of perpetrator (if known) _____

Person reporting (if different to complainant)

Name: _____ **Tutor Group/Faculty/Dept.** _____

Contact Names: _____

Telephone no. _____

When reported Date: _____ **Time:** _____ **am/pm**

Name and post held of person completing form: _____

Reviewed: January 31st 2018 Mr M Finnie (Head of Inclusion)

Review: January 2019