

Equal Opportunities

Date policy became effective : September 05, September 07, November 09
Staff review date : November 09
Review Date : November 11
Person responsible for implementation and monitoring : The Head
Other relevant policies : Child Protection Policy, Pastoral Care Plan, Complaints Procedure, PSHCE schemes of work, Admissions Policy, Learning and Teaching Policy, SENDA and Accessibility Plan, Learning Support Policy, Citizenship Policy, Schemes of Work.

Felsted School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities. This commitment to diversity and difference and valuing and respecting each other as individuals is shared by Pupils, Staff, Parents and Governors. The School is committed to meeting the needs of each individual within it and relies on each individual to implement the anti-bullying policy as clearly laid down in the Pastoral Care Plan.

The School opposes all forms of unlawful or unfair discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, sexual orientation, trade union membership, disability, political views and religious beliefs, and aim to ensure equal treatment for all.

This section of the policy should be read in conjunction with the Admissions Policy.

Main Equality Areas

1. Race

The School regards as racism any attitude held by a person or group of one ethnic origin towards an individual or group of a different ethnic origin which is offensive, discriminatory or hostile towards the individual or group. The School also considers racism to be behaviour, acts or expressions that reflect such attitudes; or any incitement to behaviour of that kind.

Unacceptable behaviour would be, for example:

- a) physical assault against a person or group because of colour or ethnicity
- b) verbal abuse, derogatory name-calling, insults, threats and racist jokes;
- c) racist graffiti;

- d) issuing/ wearing of racist materials, e.g leaflets, magazines, insignia;
- e) inciting others to behave in a racist manner;
- f) making racist comments or suggestions in the course of discussions or lessons;
- g) refusing to cooperate with other pupils because of colour or ethnic origin.

2. Gender

The School considers sexism to be any attitude held by a person or group of one sex towards an individual or group of the other sex which is offensive, discriminatory or hostile towards the individual or group. The School considers sexual harassment to be behaviour, acts or expressions that reflect such attitudes; or an incitement to behaviour of that kind.

Sexual harassment would be, for example:

- a) physical abuse against a person or group because of their gender;
- b) verbal abuse, intimidation, insults, threats;
- c) using lewd or suggestive vocabulary to cause offence or humiliation;
- d) reference to an individual's or group's sexuality;
- e) making sexist comments or suggestions in the course of discussions in lessons;
- f) refusing to cooperate with other pupils because of their gender.

3. Disability

The School regards as unacceptable attitudes held by a person or group towards an individual with a physical disability or any special educational need which are offensive, discriminatory or hostile towards the individual. The School regards as unacceptable behaviour acts or expressions which reflect such attitudes; or any incitement to make others adopt such attitudes and will make every effort to be inclusive towards such individuals by valuing and supporting them and seeking to make reasonable adjustments for them dependent on what their particular needs require.

Examples of unacceptable behaviour would be:

- a) physical assault against an individual because of his/her disability;
- b) verbal abuse, intimidation, insults, threats;
- c) reference to an individual's disability inside or outside lessons;
- d) refusing to cooperate with an individual because of his/her disability

This section of the policy should be read in conjunction with the SENDA policy and the Learning Support Policy.

Mechanisms for dealing with any incident of discrimination or harassment

- Any such incident must be reported to the Head or Deputy Head
- Any such incident will be recorded in a special file.
- The Head and another senior member of staff will interview within 72 hours of the offence the individual or group against whom it was committed. Written statements will be taken at the interview.
- The Head and another senior member of staff will then interview the individual(s) who has (have) caused the offence. Written statements will be taken at the interview and signed.
- Parents/guardians of all pupils involved in the incident will be informed.
- Victims of harassment/discrimination will receive appropriate support and counselling from trained/qualified staff.

Sanctions

If a pupil or group of pupils is found guilty (by word or action) of discrimination or harassment, then the school will apply an appropriate sanction which will be recorded in the special file and in the pupil's personal file. All members of staff will be informed.

Appropriate sanctions are as follows:

- a) perpetrators of a physical attack will be suspended or excluded;
- b) offenders guilty of verbal abuse will be given school detention/or withdrawn from lessons;
- c) repeat offenders will be suspended or excluded.
- d) offenders will be asked to read appropriate literature or write relevant essays in order that they think about what they have done.

Training

The Head will ensure that appropriate training will be undertaken by all members of staff (teaching and non-teaching) and Governors to ensure that they are kept fully aware of their responsibilities in respect of equal opportunities, harassment and discrimination on grounds of race, gender or disability.

Monitoring/Evaluation

An analysis of incidents will be undertaken with a view to informing or amended practices or procedures.