

## 17a Equal Opportunities Policy

<b>Persons responsible for Policy</b>	<b><i>Paul Swalwell – Business Manager</i></b>
<b>Ratified by</b>	<b>Headmistress</b>
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<b>Next Review Date</b>	<b>September 2021</b>

## **17a EQUAL OPPORTUNITIES POLICY**

Cundall Manor 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 is shared by pupils, staff, parents and governors.

We oppose all forms of unlawful or unfair discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, sexual orientation, disability, political views and religious beliefs, and aim to ensure equal treatment for all. The school adheres to the Equality Act and actively promotes the values of tolerance and respect.

### **Main Equality Areas**

#### **(1) Race**

We regard 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. We also consider racism be behaviour, acts or expressions that reflect such attitudes; or any incitement 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, eg 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 co-operate with other pupils because of colour or ethnic origin.

#### **(2) Gender**

We consider 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. We consider 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 or threats relating to gender;
- (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 discussion in lessons;
- (f) refusing to co-operate with other pupils because of their gender.

### **(3) Disability**

We regard as unacceptable attitudes held by a person or group towards an individual with a physical disability which are offensive, discriminatory or hostile towards the individual. We regard as unacceptable behaviour acts or expressions which reflect such attitudes; or any incitement to make others adopt such attitudes.

*Examples of unacceptable behaviour would be:*

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

### **Mechanisms for Dealing with Any Incident of Discrimination or Harassment**

1. Any such incident must be reported to the Headmistress or the relevant Assistant Head.
2. Any such incident will be recorded on an Incident Report and in the Head's files relating to Behaviour or Bullying depending on the details of the incident.
3. A 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.
4. The 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.
5. Parents/guardians of all pupils involved in the incident will be informed.
6. Victims of harassment/discrimination will receive appropriate support and counseling.

### **Sanctions**

If a pupil or group of pupils is found guilty of discrimination or harassment, the school will apply an appropriate sanction in accordance with the school's Behaviour Policy and the incident will be recorded in the Head's file (as referred to above). The incident will also be recorded and lodged in the pupil's personal file. All members of staff will be informed at the next staff meeting or in an "extraordinary staff meeting" convened for the purpose, if the incident is of a particularly serious nature.

### **Training**

The Headmistress 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**

This policy will be kept under annual review and will be evaluated at least annually. An analysis of incidents will be undertaken with a view to informing or amending practices or procedures.

**Reviewed: 28 September 2020**  
**Next review date: September 2021**  
**Policy Owner: Paul Swalwell**