

# WARDEN HILL PRIMARY SCHOOL

## Anti -discrimination and harassment Policy

Member(s) of staff responsible	Paul Hiatt
Governor responsible	Chair of the Resources Committee
Sub-Committee responsible	Resources committee
Date agreed with staff	09/11/11
Date discussed with pupils	TBA
Date agreed at Sub-Committee	09/01/12
Date approved at Governing Body	TBC
Frequency of policy review	2 years
Date next review due	Sept 2013

### Document Version Control

Issue Number	Issue Date	Summary of changes
1.0	Jan 2008	Original Issue
2.0	Sept 2011	Reviewed, no changes

## **Pupil Anti-Discrimination and harassment Policy**

This policy has been formulated by the Governing Body, in close consultation with staff, and with due regard to the Sex Discrimination Act 1975, the Disability Discrimination Act 1976 and the Race Relations Act 1976. This policy's purpose is to promote consistency of approach and to create a climate in which all types of discriminatory incident are regarded as unacceptable. It is closely allied to the school's policies for Equal Regard and Opportunity in Learning, Behaviour and Anti-Bullying. The school is required to have an anti-racist policy and this policy implicitly covers within it this particular form of discrimination.

### **Aims**

- a. To promote equality of opportunity and the entitlement to equal regard which are central to the key principle of this school: a belief in the worth and potential of each individual pupil regardless of the pupil's age, abilities, social and ethnic background, sexual orientation or gender.
- b. To promote a secure and happy environment free from any discriminatory incidents.
- c. To take positive action to prevent the occurrence of a discriminatory incident through a clear school policy on Personal and Social Development.
- d. To show a commitment to zero tolerance to discrimination.
- e. To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a discrimination-free environment which will hopefully extend beyond the school's boundary.
- f. To make staff aware of their role in fostering the knowledge and attitude which will be required to achieve the above aims.

### **The Policy**

#### **a. DEFINITION**

The MacPherson Report of February 1999 gives the definition of a racist incident as "A racist incident is any incident which is perceived to be racist by the victim or any other person." This definition also applies to any other types of discriminatory incident. The school's belief is in valuing people as individuals and their right to a discrimination-free environment.

#### **b. TEACHING STAFF RESPONSIBILITIES**

- i. To look out for signs of discrimination.
- ii. To implement procedures to confront discrimination in any form.
- iii. To listen to all parties concerned in incidents.
- iv. To investigate as fully as possible.
- v. To take appropriate action and refer the matter to the Headteacher or, in his absence, the Deputy Headteacher.
- vi. To promote the use, where and when appropriate, of a range of teaching and

learning styles and strategies which challenge discriminatory behaviour.

vii. To foster by example the values in which we as a school believe. Refer to the school's Aims and Values and Teaching and Learning Policy.

viii. To promote the use of interventions which are least intrusive and most effective.

#### **c. RECORDS**

i. Teaching staff should make a written record of all incidents of discrimination encountered, to be placed in respective files kept by the Headteacher for both perpetrator and victim.

ii. The Headteacher should inform parents/guardians, school Governors and the LEA of significant discriminatory incidents.

#### **d. DISCRIMINATORY BEHAVIOURS**

i. Discrimination takes many forms, including violence, physical attacks, verbal abuse, offensive jokes, harassment, victimisation and other more subtle forms.

ii. Discrimination produces feelings of helplessness, isolation, misery, anger and violence.

iii. The behaviours exhibited by children who have been subjected to discrimination will be similar to those outlined in the school's Anti-Bullying Policy.

### **4. Evaluation/Review of the Policy**

This policy will be reviewed annually by the Curriculum Committee of the Governing Body. Recommendations for change or readoption of the unchanged policy will be submitted to the Governing Body for endorsement. All decisions will be minuted.

#### **Distribution**

The 'master copy' of this policy is to be kept by the Headteacher. Copies of the policy to be issued to all staff by the Headteacher. The Chairman of the School, Resources Committee to keep a copy for reference by Committee members.

Copies to be placed on website and issued to parents or other interested parents on request.