



## THE GODOLPHIN SCHOOL

### Equality and Diversity

Reviewed by: Academic Deputy  
Reviewed: September 2018  
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Refer also to:

Accessibility Plan 2016-20  
Behaviour and Discipline  
Provision for Students with particular religious, dietary, language or cultural needs  
Disability and Accessibility  
HIV/AIDS  
Living Together at Godolphin – Bullying  
Cyber bullying



## **Equality and Diversity**

This 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 students, staff, parents and governors.

We oppose all forms of unlawful or unfair discrimination in any form on the grounds of race, colour, nationality, ethnic origin, gender, gender reassignment, marital status or civil partnership, sexual orientation, trade union membership, disability, pregnancy/maternity, political views and religious beliefs, and aim to ensure equal treatment for all.

### **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 to be behaviour, acts or expressions that reflect such attitudes; or any incitement to behaviour of that kind.

Unacceptable behaviour would be, for example:

- physical assault against a person or group because of colour or ethnicity;
- verbal abuse, derogatory name calling, insults, threats and racist jokes;
- racist graffiti;
- issuing/wearing of racist materials, eg leaflets, magazines, insignia;
- inciting others to behave in a racist manner;
- making racist comments or suggestions in the course of discussions or lessons;
- refusing to co-operate with other students 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 harassment with respect to gender-related issues to be behaviour, acts or expressions that reflect such attitudes; or an incitement to behaviour of that kind. A person who is proposing to undergo, is undergoing, or has undergone a process (or part) for the purpose of reassigning their sex by changing physiological or other attributes of sex is protected under the Equality Act 2010's gender reassignment provisions.

Such harassment would be, for example:

- physical abuse against a person or group because of their gender;
- verbal abuse, intimidation, insults, threats;
- using lewd or suggestive vocabulary to cause offence or humiliation;
- making sexist comments or suggestions in the course of discussion in lessons;
- refusing to co-operate with individuals because of their gender.

### 3. **Disability**

We regard as unacceptable attitudes held by a person or group towards an individual with a 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:

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

### 4. **Sexual harassment**

Offensive or hostile attitudes expressed by a person or group to or about an individual's sexuality are unacceptable. Similarly, inappropriate comments, attitudes or acts which make a student or member of staff feel that he or she is the target of unwanted sexual attention are unacceptable.

Examples of unacceptable behaviour would be:

- reference to an individual's or group's sexuality;
- unwanted advances, either verbal or physical;
- taking, displaying or circulating images which causes sexual offence;
- derogatory comments;
- intimidation or assault

Similarly, derogatory comments about or discrimination on the grounds of another person's or group's sexual orientation, or actions which mock their sexual orientation, are entirely unacceptable.

### **Mechanisms for dealing with any incident of discrimination or harassment**

- Any such incident must be reported to the Head or Senior Deputy Head.
- Any such incident will be recorded in a special file.
- Within three working days of the incident being reported, the Head and another senior member of staff will interview the individual or group against whom it was alleged to have been 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) allegedly caused the offence. Written statements will be taken at the interview and signed.
- Parents/guardians of all students involved in the incident will be informed.
- Victims of harassment/discrimination will receive appropriate support and counselling from trained/qualified staff.

### **Sanctions**

If a student, group of students or a member of staff is deemed to have breached the policy (by word or action) of discrimination or harassment, then the School will apply an appropriate sanction which will be recorded in a special file and in the individual's personal file. Sanctions could include suspension, expulsion or dismissal.