

GODOLPHIN SCHOOL

Equality, Diversity & Inclusion

Reviewed by: Pastoral Deputy & Head of Sixth Form
Reviewed: September 2020
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Refer also to:

Accessibility Plan 2018-21
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, education and care through the creation of an environment in which every single member of the Godolphin community is given the tools to flourish and succeed in equal measure. This commitment is shared by students, staff, parents and governors. The School is committed to actively supporting diversity within the community and to ensure that all staff and students are able to access the services, facilities and opportunities within the School.

We oppose all forms of unlawful or unfair discrimination or bias in any form on the grounds of age, race, colour, nationality, ethnic origin, disability, gender, gender reassignment, marital status or civil partnership, sexual orientation, trade union membership, pregnancy and 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. Racism can also present itself as a consequence of inaction or passive acceptance of the status quo.

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.
- allowing or supporting racist behaviour in others without challenge or report.

The School also recognises that in order to fulfil its commitment to ensure that racism is not present within our community, and is dealt with effectively if discovered, all members of the community should engage in anti-racist behaviours and a well-planned, relevant and informed programme of relevant education should be in place, from within and complementary to the academic offer. We do not believe it is enough to say that racist behaviour will not be tolerated.

Rather, we are working towards being an actively anti-racist School.

2. Gender

We consider sexism to be any attitude held by a person or group of one gender towards an individual or group of a different gender which is offensive, discriminatory or hostile towards the individual or group and/or results in one individual or group being disadvantaged, neglected or abused as a result of gender. Harassment with respect to gender-related issues we define as behaviour, acts or expressions that reflect such attitudes, or an incitement to behaviour of that kind, and is to be considered from the perspective of the identification and definition of the alleged victim(s). 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 attitudes 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
- failing to intervene to stop or failing to report discriminatory behaviour based on gender.

3. Disability

We regard as unacceptable attitudes held by a person or group towards an individual or identified group with a disability (mental, physical or different disabilities, some of which may not be easily or immediately apparent) which are offensive, discriminatory or hostile towards the individual or identified group. 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 or identified group because of his/her/their disability;
- verbal abuse, intimidation, insults, threats;
- inappropriate or negative reference to an individual's disability inside or outside lessons;
- refusing to co-operate with an individual or identified group because of his/her/their disability;
- failing to intervene to stop and/or failing to report discriminatory behaviour in relation to 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:

- negative or unwanted reference to an individual's or group's sexuality;
- unwanted advances, either verbal or physical or defined as such by the alleged victim;
- taking, displaying or circulating images which causes sexual offence;
- derogatory comments;
- intimidation or assault
- failing to intervene to stop or failing to report unacceptable behaviour related to sexuality.

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 this policy 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.