

All Hampstead Hill School Policies are always to be read and considered in conjunction with Equal Opportunities, Race Equality and Inclusion Policies. This Policy of Hampstead Hill School applies to all sections of the school including the Early Years Foundation Stage.



Hampstead Hill School

Anti - Discrimination Policy

Introduction

The aim of the Anti – discrimination Policy is to:

- Eliminate unlawful discrimination
- Promote equal opportunities
- Promote good relations between people of different racial groups

Discriminatory incidents will include any such incidents related to:

- Race
- Disability
- Gender
- Sexual Orientation
- Faith, Religion or Belief
- Age

What is a discriminatory incident?

“An incident that is perceived to be discriminatory by the victim or any other person.”

Discrimination happens when someone is treated less favourably because of their race, gender, sexual orientation, age, religion/belief or disability (known as direct discrimination), or when a policy, practice or process puts someone at an unfair disadvantage (known as indirect discrimination). Incidents might include:

- Verbal or physical threats
- Insulting, abusive, embarrassing or patronising behaviour or comments
- Humiliating, intimidating, demeaning and/or persistent criticism
- Open hostility
- Isolation or exclusion from normal work or study place, conversations or social events
- Publishing, circulating or displaying pornographic, racist, sexually suggestive or otherwise offensive pictures or other materials
- Unwanted physical contact, ranging from an invasion of space to a serious assault, and suggestive comments or body language
- Alleged discrimination in the failure to provide a service
- Discriminatory graffiti

(The above list is not meant to be exhaustive).

All Hampstead Hill School Policies are always to be read and considered in conjunction with Equal Opportunities, Race Equality and Inclusion Policies. This Policy of Hampstead Hill School applies to all sections of the school including the Early Years Foundation Stage.

Aims and Values

Hampstead Hill School aims to provide a caring enthusiastic and orderly centre of learning and social personal and spiritual development which:

- Has a good balance between education and fun
- Offers a full and challenging curriculum to suit each individual, race and culture
- Creates an atmosphere where students want to reach higher and higher standards
- Believes that education is for all and everyone is equally important
- Encourages enthusiasm, opinions and involvement
- Develops an understanding of right and wrong
- Values friendship, respect and service
- Develops healthy values and healthy living
- Encourages teamwork, initiative and independence
- Prepares students for the careers, experiences, challenges and responsibilities of adult life
- Encourages an understanding of all cultures
- Works in partnership with parents and the community
- Celebrates success

In addition, these aims and values are further realised within other distinct policies and practice across the school.

Leadership and Management

Commitments

We are committed to:

- Actively tackling all forms of discrimination, and promoting equal opportunities and good race relations
- Encouraging, supporting, and helping all pupils and staff to reach their potential
- Working with parents, and with the wider community, to tackle discrimination, and to follow and promote good practice
- Making sure the Anti-Discrimination Policy and its procedures are followed

Responsibilities

Students

All students are responsible for:

- Identifying and reporting discriminatory incidents, and being able to recognise and report racial bias and stereotyping
- Promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of Race, Disability, Gender, Sexual Orientation, Faith, Religion, Belief or Age

All Hampstead Hill School Policies are always to be read and considered in conjunction with Equal Opportunities, Race Equality and Inclusion Policies. This Policy of Hampstead Hill School applies to all sections of the school including the Early Years Foundation Stage.

- Their full participation in the Citizenship and Pastoral programmes, taking up training and learning opportunities

The Principal

The Principal is responsible for:

- Making sure that appropriate measures are adopted to enable the School to comply with the amended Race Relations Act 1976 (the Act) and Local Authority Anti-Discrimination guidance (2009)
- Monitoring the effective application of the Anti-Discrimination Policy and procedure to ensure compliance

Principal

The Principal is responsible for:

- Making sure the Anti-Discrimination Policy is readily available and that the staff, pupils, and their parents know about it
- Making sure the Anti-Discrimination Policy and its procedures are followed
- Producing regular information for staff about the policy and how it is working, and providing training for them on the policy, if necessary
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in all cases of discrimination

Staff

All staff are responsible for:

- Dealing with discriminatory incidents, and being able to recognise and respond to racial bias and stereotyping promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, disability, gender, sexual orientation, faith, religion, belief or age
- Keeping up to date with the law on discrimination, and taking up training and learning opportunities

Staff with specific responsibilities

A senior member of staff/governor will be responsible overall for:

- Coordinating work on anti-discrimination

Visitors and contractors

Visitors and contractors are responsible for:

- knowing, and following, the anti-discrimination policy

Specific duties

All Hampstead Hill School Policies are always to be read and considered in conjunction with Equal Opportunities, Race Equality and Inclusion Policies. This Policy of Hampstead Hill School applies to all sections of the school including the Early Years Foundation Stage.

To enable the fulfilment of the anti-discrimination Policy there are specific duties to assess and monitor the effects of the policy (and associated policies) on pupils, parents, and staff from different racial groups. This will be fulfilled by:

Planning and developing

Planning will consider:

- Monitoring the impact of the anti-discrimination policy and requirements across the wider context of school policies
- Targets within school improvement planning
- Assessing the effects of the anti-discrimination policy to set targets and takes action

Ethnic monitoring

Monitoring will include the:

- Collection of ethnic data relating to pupils' attainment and progress, and targets
- Use of ethnic data – for example on attainment, progress, exclusions, sanctions, and rewards – to inform planning and decision-making

Assessing and reviewing policies

Policy and strategies will be assessed and reviewed with due regard to:

- Their relevance to anti-discrimination policy to see how effective they are in tackling unlawful discrimination and promoting equal opportunities and good race relations
- Race equality questions and school monitoring and evaluation frameworks
- The extent to which results inform planning and decision-making
- The requirement for change(s) to policy and associated targets due to the results of assessments

Publishing the results of monitoring

The results of monitoring will:

- Be published each year from data received by the Local Authority
- Be available to all members of the wider school community
- Have due regard to issues of student/staff anonymity and comply with data protection regulations

The Race Equality Policy in practice

Incidents between staff, pupils and incidents between staff and pupils will be recorded and investigated together with a record of any action taken.

In accordance with Local Authority guidance (2009), the school will record incidents as soon as they have been dealt with using the electronic form on the schools' intranet. Please note that details of incidents are for audit purposes and adequacy of guidance given or action taken. Evidence submitted will be anonymised.

All Hampstead Hill School Policies are always to be read and considered in conjunction with Equal Opportunities, Race Equality and Inclusion Policies. This Policy of Hampstead Hill School applies to all sections of the school including the Early Years Foundation Stage.

To ensure policy into practice regular review will be undertaken, including:

- An audit of curricular provision for anti-discrimination issues
- A procedural evaluation as required following alleged incidents
- A triennial evaluation of the specific duties and covered within the School Improvement Plan
- A triennial evaluation within the review and audit of the school inclusion policy
- Investigation and, where required, intervention by senior staff for breaches of the procedure associated with the policy

Training and development

Training should include:

- The development of a strategy which includes support for students and staff; training will be through staff development
- Monitoring and evaluation of the support provided

Policy publication and promotion

This will include:

- Availability to students and parents through newsletters, staff via the Staff Handbook
- Availability to contractors and visitors through specific and appropriate 'flyer' type formats
- Availability in special formats for the visually impaired

Date adopted: September 2016

Updated September 2016

Name: Andrea Taylor



Signed: