



ALSOP HIGH SCHOOL

ALSOP HIGH SCHOOL

Race, Gender and Homophobic Policy

Document control table			
Author (name & job title):		Dylan Williams - SLT	
Version number:			
Date approved:		September 2019	
Approved by:		Governing Body	
Date of review:		December 2021	
Links to			
Document History			
Version	Date	Author	Note of revisions
V1			

Aims:

To provide an environment free from discrimination.

The governors and staff of the school welcome the multi-ethnic nature of present-day British society and are wholly opposed to discrimination. We condemn all expressions of discriminatory attitudes, either through remarks or conduct, and we expect parents and students to condemn them too.

The anti-discriminatory policy and practice should be seen in the context of the aims of the school's equal opportunities policy and the opposition to any form of discrimination.

Staff are committed to an ethos of equality. This is the foundation of all staff practice.

Principles:

In order to achieve racial harmony the staff follow and will continue to follow these principles:

1. all students and staff are treated with dignity and should feel that their culture is valued by the school
2. all students and staff are given equal opportunities to develop their potential
3. school life reflects the different backgrounds of the students and staff
4. the curriculum reflects the various cultures of Britain
5. there is open discussion about living in a multi-ethnic community and this includes discussions about the causes of discrimination
6. all discriminatory incidents and attacks, whether physical or verbal, are dealt with according to the school policy
7. distribution of discriminatory literature and the use of school premises by discriminatory groups will not be allowed

Practice:

The following are unacceptable and apply to all students and staff:

1. discriminatory remarks that are insulting, abusive, provocative
2. reference to stereotypes
3. discriminatory literature that is brought to or circulated in school
4. discriminatory slogans and graffiti on walls, desks etc.
5. discriminatory behaviour or incidents which may lead to bullying, intimidation, manipulation, aggression, violence and disorder
6. inaccurate statements regarding ethnic minorities which give credence to discriminatory attitudes

Sanctions (depending on seriousness of case and the number of previous offences):

- reporting to and follow-up by Senior staff
- withdrawal from a lesson
- parents informed and invited to school to discuss the matter
- exclusion from school
- suspension/expulsion following the Authority's disciplinary procedure

- For staff, the Authority's disciplinary procedures will be followed

Recording and monitoring of discriminatory incidents:

1. There will be a central log of discriminatory incidents, and all staff must be aware of this
2. For effective monitoring such recording cannot be anonymous
3. Tutors will be informed in writing if their students are involved in discriminatory behaviour, and how the matter has been dealt with; the written record will be passed to the designated member of staff
4. The designated member of staff will ensure such incidents are put in the central log, and will regularly review the log with the tutor
5. Serious incidents (as is the usual procedure) will go into the student's file
6. Reports involving members of staff will be a matter for the Head of the school; and the Head will keep a log of such incidents
7. Incidents will be reported regularly to Governors in the Head's confidential report on exclusions

Also High School Anti-Discriminatory Statement:

Also High School is a multi-ethnic community with pupils and staff from many different cultures and backgrounds. All the members of this community bring with them a wide range of experiences and many speak several languages.

All forms of discrimination are condemned by staff and pupils.

It is discriminatory to insult people by calling them names which are offensive because they refer to colour or origin.

It is discriminatory to pick on others because of their origin and the colour of their skin.

It is discriminatory to sit and listen while other people are being discriminatory.

It is discriminatory to bring into school any material from discriminatory organisations such as the British National Party (BNP).

It is discriminatory to make discriminatory gestures or write insulting discriminatory slogans and graffiti.

All forms of discrimination are unacceptable in this school and will be treated very seriously.

If you are faced with discrimination, don't think you have to handle it all by yourself.

You can either:

- talk to a teacher you trust
- talk to your friends

- go to your tutor for advice

What should I do if someone is discriminatory towards me?

- If it is in the classroom, you should tell the teacher so that she/he can make it clear immediately that discrimination is quite unacceptable and against school policy.
- or tell a teacher after the lesson; and tell your parents so that they can inform a teacher.

WHATEVER YOU DECIDE TO DO IT IS VERY IMPORTANT THAT YOU TELL SOMEONE YOU TRUST ABOUT THE INCIDENT SO THAT DISCRIMINATION CAN BE STOPPED

Action taken depends on the level of the offence

But if it's a serious incident? Teacher should always respond quickly

What happens to pupils who behave in a discriminatory way?

- Policy and rules re-stated
- apology
- settling matter with victim
- removal of graffiti etc
- Written report made
- Exclusion from lesson(s)
- Warning re future behaviour
- Discussion with whole class
- Parents informed whenever necessary
- Counselling
- Parents involved in discussion at school
- Senior member of staff deals with it
- Exclusion from school
- All incidents are entered in the log of discriminatory behaviour

What about the victim?

Support for those who have been treated in a discriminatory way:

- from teachers
- from older pupils
- counselling
- parents and teachers work together
- regular discussion of discrimination and school policy/practice

Race, Homophobic and Gender Incident Procedures

All forms of bullying need to be treated seriously. Students have been told to approach any member of staff with whom they feel comfortable. Race and gender incidents, including homophobic bullying, have legal implications. They are rarely simple and all should be treated sensitively according to the Race and Gender policies found in the Race and Gender Incident Book, held by Dylan Williams.

Language or behaviour by students that is offensive on homophobic race or gender grounds

Discriminatory, homophobic or sexist behaviour and language should be recorded on a pink slip, and passed on by the Head of Department to a Senior Manager or Head of Year. Each incident is dealt with according to the procedures laid out in the policy, which aims to change attitudes and behaviour, bring about reconciliation and act as a system of monitoring. Sexual harassment by intimidation, name-calling, touching or other sexist behaviour should also be reported to a Senior Manager or Head of Year and is dealt with, in a similar manner.

Harassment or discrimination by colleagues

National research indicates that harassment of staff and colleagues on racial or sexist grounds is an issue that causes great embarrassment. It is important that staff feel supported by school procedures and Senior Managers. The issues can be complex and it is important that staff are sensitive to the feelings of colleagues. Staff finding themselves victims of harassment or discrimination may initiate formal or informal procedures. These are not proposed in any particular order.

Informal procedures

- Make a clear and firm statement to the offender about what you find offensive. You are then entitled to expect that the behaviour, however inoffensive it seems to the offender, will stop.

Or:

- Ask a colleague in whom you have confidence if they will have a word for you, pointing out what is upsetting you. Use of an appropriate third party can sometimes cause least embarrassment all round.

Formal procedures

- Raise the matter with your union representative. The union should be able to offer support, advice, counselling and guidance. Where the offender belongs to the same union, it should be able to offer separate representation if necessary.

And/or:

- Raise the matter with a member of the Senior Management Team.

If offensive behaviour persists you might need to keep a detailed record of any further incidents.