



TAVERHAM HALL

Preparatory School

Equal Opportunities/Anti-prejudicial Discrimination Policy

Discrimination and Taverham Hall School

Taverham Hall School aims to

- promote ... an atmosphere that is amicable and happy
- foster confident young people who possess a developing self-esteem ...
- encourage friendly and informal relationships...
- provide a pastoral care system that instils the values of care and consideration for others ...

In furtherance of these aims, this policy and procedure have been devised.

What is prejudicial discrimination?

“Prejudicial discrimination” in this document refers to discrimination against somebody on the basis of perceived difference; this includes the following list which is not exhaustive:

- Race
- Sex
- Religious belief
- Disability

Discrimination can take the form of:

- verbal abuse
- distribution of abusive or offensive literature or materials
- offensive graffiti
- threats
- physical attacks

Policy

It is our policy to:

- ensure that all relevant legislation, including the provisions of the Race Relations Act (1976), Sex Discrimination Acts (1976 and 1995), Disability Discrimination Act (1995) and Social Inclusion Legislation (1998) are adhered to at all times;

- admit pupils to the school in accordance with the Admissions Policy;
- value all members of the school community, regardless of race, sex, religious belief etc;
- provide equal access and opportunity for all pupils to benefit from the school's educational programme and participation in extra-curricular activities;
- promote understanding of the principles and practices of equality and justice, and commitment to them;
- counteract negative influences, conditioning or stereotyping of any kind which underpin prejudicial discrimination;
- monitor and evaluate the implementation of school policies, procedures and practices;
- respond promptly and sympathetically to reports of discrimination or alleged discrimination.

In order to support and underpin this policy in the curriculum, particularly in relation to 3, 5 and 6 above, issues relating to discrimination will form part of the PSHE programme and talks which all pupils at Taverham Hall School pupils receive during assemblies.

It is the School's intention to create an environment in which there is no discrimination.

Procedure for dealing with prejudicial discrimination

Offenders will be made aware initially of the unacceptability of their actions by their class teacher/tutor who will:

- identify and interpret the difficulty;
- acknowledge that an offensive remark or act has been witnessed;
- punish and counsel the offender, as appropriate;
- counsel and comfort the pupil discriminated against;
- make a written record of what has taken place and the action taken.

It is hoped that this will be sufficient to deal with most cases. If the matter appears more serious or is a repetition of previously noted behaviour, procedures will be followed according to the Behaviour Policy or, if appropriate, the Anti-Bullying Policy. This will involve, in the first instance, referral to the Deputy Head and may need the assistance and advice of the Senior Teacher Pastoral. Please refer to the policies on Behaviour and Anti-Bullying for actions to be taken.

Staff

A good deal of what has been written above applies not only to pupils, but also to all of the Taverham Hall School's adult community. The following section deals with areas specifically relevant to adult staff.

Advertisements and job specifications will all carry a statement affirming that Taverham Hall School is an Equal Opportunities employer. Candidates for vacant posts will be assessed against relevant, defined criteria only, i. e. skills, qualifications, experience and suitability.

All employees have equal chances of training, career development and promotion within their section of the school.

Any member of staff who feels that s/he has been subject to prejudicial discrimination in relation to some aspect of his/her employment or of her/his dealings with other colleagues should discuss the matter with the Deputy Headmaster or Director of Studies in the first instance. It is to be hoped that discussion and dialogue will lead to a satisfactory resolution of the problem. Should the member of staff still feel aggrieved, reference should be made to the Headmaster or, if desired, the Chairman of Governors, as outlined in the Complaints Policy.

Any member of staff found to be guilty of prejudicial discrimination against a pupil or colleague must expect to be subject to the school's disciplinary procedure.

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