



St Dunstan's
— College —

P13 - EQUAL OPPORTUNITIES

Approved by Committee:	Education Committee on 6 October 2017
Ratified by Governors:	To be ratified on 1 December 2017
Next Review:	Michaelmas 1 2019
CLT Responsibility:	CSW

Notable changes since last review:	

1.0 POLICY STATEMENT

1.1 The College is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their respective merits and abilities. This commitment is shared by pupils, staff, parents and governors.

2.0 AIMS

2.1 The College celebrates the diversity of our community and the wider community of South East London, while appreciating the importance of a global perspective.

2.2 We oppose all forms of unlawful or unfair discrimination as defined in the UK Equality Act (2010) on the grounds of: gender: age; religion or belief; physical ability or disability; learning ability, other special educational needs or academic or sporting ability; race (including, nationality, ethnicity, family, cultural or linguistic background); marital status and civil partnership; sex; sexual orientation; medical status, trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity, and aim to ensure equal treatment for all.

2.3 We aim for all of our pupils to follow a broad and balanced curriculum and to achieve qualifications and to develop skills appropriate to their abilities. In doing so, we prepare our pupils for access to higher education in a chosen career or calling and also provide an education relevant to the complex adult world of work within a global context.

2.4 We aim for all pupils to be made aware of their responsibilities within the College and the wider community, and to be sensitive and responsive to the needs of others.

- 2.5 We believe in a breadth of education. All pupils are provided with opportunities to develop a range of experiences and interests.
- 2.6 We expect all pupils and staff to contribute to the maintenance of high standards of behaviour, within a framework of sound moral and spiritual values, and that they should endeavour to enhance the values and traditions of the College by their own actions.

3.0 POLICY

- 3.1 We ensure that pupils enjoy equal access and that diversity is reflected in terms of curriculum, assessment and support services and resources. This is embedded in the relevant policy statements.
- 3.2 We promote good relations and celebrate diversity in College pupil and staff groups, ensuring that harassment and discrimination are not tolerated under any circumstances.
- 3.3 We seek to ensure that the individual needs of all our pupils, including those who are disabled or have special education needs (including those working with EAL) are met and pupils are included, valued and supported, and that reasonable adjustments are made for them in terms of accessibility.
- 3.4 The College Accessibility Plan (*P13RD02*) monitors and where possible increases the extent to which disabled pupils can participate in the curriculum. We continue to improve the physical environment in order to increase the extent to which disabled pupils would be able to take advantage of the education and associated services offered by the Foundation.
- 3.5 We undertake to work with the College community, with parents and with external agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition

4.0 POLICY AREA STATEMENTS

Admissions

- 4.1 Admission to the College is competitive and depends upon academic ability and the demonstration of potential (P10). At each level of entry great care is taken to put candidates at ease so that they can perform to the best of their ability in the examination and in the interview. Our entry process is specially designed to help pupils show us what they can do. It is important that when accepting a place in the College parents are aware of and subscribe fully to our Statement of Aims.

Curriculum

- 4.2 Pupils have an equal entitlement to the curriculum regardless of gender, ethnicity or Disability.

Organisation

- 4.3 All lists should be in alphabetical order without regard to gender.
- 4.4 Pupils will be addressed by their 'known' name, not their surname. Expressions which tend to relate to one sex only should be avoided.

4.5 Roles, responsibilities and rewards within the College should be allotted regardless of gender or ethnicity.

Careers and Further/Higher Education Advice

4.6 All such advice should be non-discriminatory

4.7 The College's policy on Equal Opportunities should be made known to personnel in local commerce and industry where liaison is necessary (e.g. work experience)

Co-curricular Activities

4.8 Where possible, opportunities are available to all pupils, regardless of gender, ethnicity or any other factor. It is accepted that there are occasionally practical constraints (e.g. regulations of outside bodies imposing limits on participants; regulations imposing a maximum quota of members of one sex in a group; safety constraints laid down by organisations; safety constraints dictated by the size of the facilities; matters of common sense with supervision of pupils, especially on overnight trips)

Links with the Community

4.9 The College will endeavour to ensure that pupils come into contact with people from backgrounds which reflect social and cultural diversity.

Training

4.10 Staff will be encouraged to attend INSET sessions (inside and outside College) to:

- a. consider, clarify and develop their own perceptions of ethnicity and gender
- b. identify and explore the possibility of bias and inequality in their own classroom teaching and to exchange ideas about good practice which will enable them to reduce or eliminate these
- c. to discover, study and learn from good practice elsewhere.

4.11 Resources covering gender and ethnic/multicultural issues will be made available to staff as necessary.

4.12 The induction programme for new staff will include familiarisation with the Equal Opportunities policy.

Monitoring / Evaluation

4.13 This policy will be reviewed and evaluated at least annually.

Staff Recruitment

4.14 St Dunstan's is an Equal Opportunities employer. There will be no discrimination in appointments on grounds of race, gender, age or sexual orientation. St Dunstan's also believes in equality of opportunity for promotion, regardless again of race, gender, age or sexual orientation.

5.0 MAIN EQUALITY AREAS

5.1 If a pupil's actions suggest that discriminatory behaviour has taken place, the College will take appropriate and serious action according to the appropriate Behaviour Management / Disciplinary Procedures

Faith

- 5.2 The College values are underpinned by the Christian tradition. St Dunstan's College does not select pupils for entry on the basis of religious belief and welcomes families of all faiths including none. It is expected that pupils will be able to participate in College events whatever their individual beliefs. Similarly there should be no discrimination in appointments on grounds of faith.
- 5.3 The College will sympathetically consider a request for an absence associated with religious observance.

Race

- 5.4 We regard racism as 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 includes:

- a. physical assault against a person or group because of ethnicity
 - b. verbal abuse, derogatory name-calling, insults, threats and racist jokes
 - c. racist graffiti
 - d. issuing/wearing of racist materials e.g. leaflets, magazines, insignia
 - e. inciting others to behave in a racist manner
 - f. making racist comments or suggestions in the course of discussions or lessons
 - g. refusing to co-operate with others because of ethnic origin
 - h. social isolation or segregation on grounds of ethnicity.
- i. We aim to ensure that there is a sufficiently supportive and positive climate to enable any pupil who feels that they are the victim of racist behaviour to feel confident to inform their Tutor and Head of Section.
 - ii. Any allegation of racism against a member of staff must be reported to the Headmaster.
 - iii. We recognise that the absence of overt racism is no guarantee that the College is free from racial prejudice. Account must always be taken of people's concerns and sensitivities so that no one is either falsely accused or unduly the focus of attention. However due regard must be given to the contribution that cultural diversity can make to the life and well-being of the College community. We seek to welcome and celebrate the contribution all cultures make to College life.

Gender / Sexuality

- 5.5 We consider sexism to be any attitude held by a person or group towards an individual or group which is offensive, discriminatory or hostile towards that individual or group on the basis of their gender or sexuality. We consider sexual harassment to be behaviour, acts or expressions that reflect such attitudes; or an incitement to behaviour of that kind.

Sexual harassment would be, for example:

- a. physical abuse against a person or group because of their gender

- b. verbal abuse, intimidation, insults, threats
- c. using lewd or suggestive vocabulary, pictures or writing to cause offence or humiliation
- d. offensive reference to an individual's sexuality
- e. making sexist comments or suggestions in the course of discussion in lessons
- f. refusing to co-operate with other pupils because of their gender
- g. uninvited physical contact.

5.6 Sexual harassment of staff by staff

5.7 the victim (or a colleague) should make the perpetrator aware that the victim finds the behaviour unacceptable. The incident should be reported to the DSL.

5.8 Any repetition of harassment should be reported immediately.

5.9 Sexual harassment of a pupil by a member of staff

5.10 Evidence of such harassment may take a number of forms; witnessed by another member of staff; reported by a pupil to another member of staff; formal complaint from parent or guardian

5.11 all incidents should be treated as a potential safeguarding issue and reported to the DSL immediately.

5.12 Sexual harassment of staff by a pupil

5.13 All incidents should be treated seriously and treated as a potential safeguarding issue and reported to the DSL immediately.

5.14 Sexual harassment by members of the public

5.15 In the case of sexual harassment by members of the public during a College activity away from the premises, the teacher in charge is responsible for dealing with the incident. Incidents should be treated as a potential safeguarding issue and reported to the DSL immediately.

5.16 Members of staff should always conduct themselves in a professional manner and avoid actions or situations which might be misconstrued. Staff should contact the DSL immediately if they think an action of theirs may have been misconstrued by a pupil.

Disability

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

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

5.18 All incidents should be treated as a potential safeguarding issue and reported to the DSL immediately.

Age Discrimination

5.19 In any dealing with age as described in the Employment Equality (Age) Regulations (2006), we will not tolerate:

5.20 ***direct discrimination***: treating someone less favourably because of their actual or perceived age, or because of the age of someone with whom they associate. This treatment can only be justified if it is a proportionate means of achieving a legitimate aim, which means it must be appropriate and necessary, (economic factors such as business needs and efficiency may be legitimate aims).

5.21 ***indirect discrimination***: can occur where there is a policy, practice or procedure which applies to all workers, but particularly disadvantages people of a particular age. For example, a requirement for job applicants to have worked in a particular industry for ten years may disadvantage younger people. Indirect discrimination can only be justified if it is a proportionate means of achieving a legitimate aim.

5.22 ***harassment***: when unwanted conduct related to age has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

5.23 ***victimisation***: unfair treatment of an employee who has made or supported a complaint about age discrimination.

6.0 RELATED DOCUMENTS

P13RD01	Equal Opportunities Discrimination Procedure and Sanctions
P13RD02	Accessibility Plan
P13RD03	Disability Policy
P13RD04	Disability Policy Examinations