

NON-DISCRIMINATION POLICY

RATIONALE & PRINCIPLES

We define discrimination as the unfair or prejudicial treatment of an individual or group based on personal characteristics, such as race, sex, age or religion. It limits access to rights, opportunities, or privileges and can manifest through individual actions, institutional policies, or social prejudices.

As an organisation we operate on the principle that children do not have well formed ideas about social prejudices, and we see it as our responsibility to educate them, as best as we can, to be tolerant and to act without prejudice.

We also operate on the principle that adults within our community may or may not hold prejudices. While a kind, tolerant environment may, over time, help to dispel any such prejudices, our main responsibility is to ensure that they are not manifested within our school through behaviour, actions, or decisions.

We view personal merit as a counterpoint to discrimination or prejudicial treatment, and therefore promote and celebrate merit in accordance with the principles and educational objectives of our School Charter.

AIMS & OBJECTIVES

To educate our pupils to act without prejudice. To do this we:

- Ensure that all pupils and staff contribute to creating a happy, safe, caring environment by showing respect for and appreciation of all members of our community.
- Do not tolerate expressions of prejudice and deal with them as per our behaviour policy.
- Promote merit by celebrating personal and academic achievements.

To operate the school free from discrimination or prejudicial treatment. To do this we:

- Admit students to the school based on merit.
- Reward students only based on merit
- Recruit and promote staff based on merit and suitability to a post.
- Train staff to deal with incidents of discrimination or prejudicial treatment.
- Have a clear process for dealing with complaints of discrimination or prejudicial treatment.
- Ensure that complaints of discrimination or prejudicial treatment against staff are addressed and resolved according to our staff code of conduct and disciplinary policy.
- Allow religious observance and practice in school that isn't disruptive to ordinary school activity.

RESPONSIBILITIES

All staff are expected to:

- Promote tolerance and kind behaviour within the school
- Deal with any incidences of discrimination or prejudicial treatment that they encounter

The Head Teacher and Senior Management Team are responsible for:

- Ensuring staff receive necessary training for dealing with incidents of discrimination or prejudicial treatment
- Ensure all reported incidences of discrimination or prejudicial treatment are addressed and resolved

Monitoring and evaluation

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

Approved: June, 2026

Next review: December 2026

This policy has been written by the BSF Board of Governors in consultation with the Headteachers of BSF and approved at Board level.