

COLCHESTER ROYAL GRAMMAR SCHOOL



Policy for Equal Opportunities

**(including Gender Equality, Racial Equality
and Cultural Diversity)**

Introduction

At CRGS we wish to create and maintain a trusting, secure and happy environment where everyone will be treated with respect (see Mission Statement). All members of the school community have a responsibility to promote equality of opportunity, experience and treatment. Our school community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings. CRGS is proud to have an international and multicultural Boarding section and a coeducational Sixth Form. All students have equal opportunities and rights and will be treated with respect.

Aims

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school.

By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality, gender or disability the school can ensure that:

- all students have opportunities to achieve their potential;
- expectations of all students are high;
- all students have access to and can make full use of, the school's facilities and resources;
- all students are prepared for life in a diverse and multi-cultural society;
- it has a positive ethos and environment;
- racist and discriminatory incidents are dealt with effectively (see Code of Conduct, Anti-bullying policy);
- inclusion issues are considered in all aspects of school life.

Equal Opportunities

All students and adults within the school have a right to be treated with respect. This includes a right to:

- study, learn and work;
- physical, emotional and verbal respect, free from violence, bullying and abusive language;
- respect for their gender, race and age;
- freedom from sexual comments or harassment and inappropriate use of humour;
- the safety of their property;
- equal opportunities in relation to course access, recruitment, access to extra-curricular activities, work experience.

Students and adults within school are expected to challenge any inappropriate behaviour or comments.

Support

Support is available for students from their tutor, Head of Year, or any trusted adult.

Gender Equality

In accordance with our school's mission statement and values, we welcome the statutory Gender Equality Duty. CRGS is an 11-18 boys' school with girls in the Sixth Form. We seek to:

- eliminate unlawful sexual discrimination;
- eliminate sexual harassment;
- promote gender equality.

By unlawful sexual discrimination we mean treating one person less favourably than another on grounds of sex or gender. We understand that this could be done directly but that it could also occur indirectly. Indirect discrimination means that a particular policy or practice may impact more negatively on one gender than on the other, or may favour one gender to the disadvantage of the other.

By sexual harassment we refer to behaviour or remarks based on a person's sex or gender, perceived to be unpleasant, threatening, offensive or demeaning to the dignity and self-esteem of the recipient or subject. We see such behaviour as also damaging to the perpetrator.

We understand 'sex' to refer to the **biological** differences between males and females and 'gender' to refer to the wider **social** roles and responsibilities which structure our lives. By promoting gender equality our intention is to recognize and help overcome those lasting and embedded patterns of advantage and disadvantage which are based on socially ascribed gender stereotypes and assumptions.

We understand that in some circumstances it may be appropriate to treat girls and boys, and women and men differently, but will not do so if it leads to disadvantage.

Gender equality: responsibilities

All governors, staff, volunteers, pupils and their families should develop an appropriate understanding of, and act in accordance with, the school's Gender Equality Policy.

The school governors are responsible for ensuring that the School prepares, publishes, implements, reports on and reviews a Gender Equality Policy.

The Headteacher works with the Leadership Group to ensure that the policy is implemented and the school promotes gender equality.

All staff have a responsibility to deal with incidents of sexual harassment or bullying; help eliminate unlawful discrimination; prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities (including work with parents) that take account of the need to eliminate unlawful discrimination and harassment and promote gender equality.

Pupils and parents have a proportionate responsibility to understand and act in accordance with the policy, as do **visitors** to the school.

We recognise that both sexes can suffer from sexual stereotyping and that sometimes the same policies and practices can impact differently on men and women and boys and girls. We will make appropriate adjustments if this is found to be the case with any of our policies and practices.

We also recognise that girls and boys, and women and men, can experience different forms of discrimination depending on, among other things, their ethnicity, belief, sexual orientation, age or disability and we will take this complexity into consideration.

In these ways we will strive to improve the situation for, and the relationships between, men and women and boys and girls within our school and wider community.

Breaches of the Gender Equality Policy

Where possible, breaches of the policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this policy will be dealt with in accordance with our school's anti-bullying and harassment procedures, and the disciplinary procedures for staff.

Where safeguarding issues based on sex and gender come to the attention of the school these will be dealt with according to our child protection procedures.

Racial Equality and Cultural Diversity

Racist language and behaviour will not be tolerated. All incidents will be recorded and parents notified. Racist behaviour is an excludable offence (See Code of Conduct)

We are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and religious groups and communities;
- eliminating unlawful discrimination.

In order to achieve these criteria we are guided by the following principles:

- every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education;
- every student should be helped to develop a sense of personal and cultural identity that is receptive and respectful towards other identities;
- every student should develop the knowledge, understanding and skills that they need in order to participate constructively in the local, national and international communities;
- every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being in accordance with the Every Child Matters agenda;
- diversity has a positive role to play within the school and is celebrated.

These principles apply to the full range of our policies and practices, including those which are concerned with:

- students' progress, attainment and assessment;
- behaviour, discipline and exclusions;
- students' personal development and pastoral care;
- admissions and attendance;
- the curriculum;
- staff recruitment and professional development.

The school is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities. The school aims through education and knowledge to teach respect, tolerance and understanding towards others. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

Racial equality: responsibilities

The **governors'** responsibility is to ensure that the school complies with the legislation and that this policy and its related procedures and strategies are implemented. In order to do this the policy should be regularly reviewed at Curriculum Committee.

The **Headteacher** is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities by presenting all staff with the updated policy. He is responsible for ensuring that appropriate training and support is given through the normal staff development programme and that this issue is highlighted in the school improvement plan. He is responsible for taking appropriate action in any case of unlawful discrimination.

All staff are expected to incorporate principles of equality and diversity into all aspects of their work, to know how to challenge racial and cultural bias and stereotyping, and to deal with any racist incidents that may occur. In the case of support staff the appropriate action will be to report to their line manager.

Religious observance

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

The dress code

The dress code ensures that all students are treated equally and that potentially offensive items of clothing are not worn (See Code of Conduct).

Breaches of policy

Breaches of policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Headteacher and the governing body. A log of racist incidents will be held in a central file.

Monitoring and Evaluation

The following data will be collected and evaluated by both gender and ethnicity:

- examination results;
- attendance;
- bullying incidents;
- exclusions – both internal and external;
- destinations at 16+ and 18+.

Availability of this Policy

This policy is available in Staff Shared Resources and to parents on request.

This policy will be reviewed on a three-yearly basis.

Review date : March 2013