

WYMONDHAM COLLEGE

EQUAL OPPORTUNITIES POLICY **and Anti-Racist Education Guidelines**

INTRODUCTION

1. Wymondham College is a co-educational 11-18 state boarding and day school with Foundation Status. The Governors are committed to the active promotion of Equal Opportunities within the College's Articles of Government.
2. Equality of opportunity embraces all aspects of school life. The Policy should appear in the College Prospectus, and parental acceptance of it is expected. It should be regularly reviewed.

THE COLLEGE'S EQUAL OPPORTUNITIES POLICY

3. All members of the College community, irrespective of age, ability, appearance, gender, sexual orientation, physical disability, racial or ethnic group, religious beliefs and socio-economic circumstances will receive equality of opportunity and regard, so far as this is possible within available resources.
4. This policy has been prepared within the framework of the following legislation : Sex Discrimination Act 1975, Race Relations Act 1976, The Race Relations Amendment Act (2000) and the recommendations of the MacPherson Report (1999), Disability Discrimination Act 1995, The Children Act 1989, Employment Relations 1999, Employment Rights Act 1996, and the Human Rights Act 1998. The policy also reflects the principles of the Norfolk Learning Statement on Anti-Racist Education at Annex A.

GUIDELINES REGARDING IMPLEMENTATION

5. **Student Implications**

- The College will aim to provide reasonable physical access for all students to College buildings and facilities;
- Notices, displays and resource centres will be consistent with the Policy;
- Publicity materials and admission procedures will be non-discriminatory;
- Selection procedures will aim to achieve equality of opportunity for all applicants;
- Student support systems within the college will follow the policy;
- Guidance and counselling given to students, or potential students, will be impartial;
- Students who need more flexible arrangements in relation to examination and assessment will receive assistance;
- No member of the College community should be subjected to discrimination or harassment.

6. **Staff Implications**

- Selection procedures will afford equality of opportunity to all applicants and will be monitored;
- All personnel involved in recruitment and selection will ensure that the Equal Opportunities legislation is applied;
- The College will continue to offer posts on a part-time or job share basis;
- All Staff and Governors will receive Equal Opportunities awareness training;
- Staff who feel that they have been the victim of any discrimination should pursue the matter through the college grievance procedures;
- The importance of positive and non-stereotypical role models is recognised.

7. **Curriculum Implications**

Each department should independently ensure that:

- teaching methodology and materials confirm to the Policy;
- teaching and learning strategies discourage prejudice and stereotyping and not disadvantage the student;
- Staff and students are encouraged to explore issues of Equal Opportunity;
- the Policy is applied to all areas of the curriculum : academic, sporting and extra-curricular. The curriculum must offer open access and equal treatment for all members of the School;
- work experience placements will reflect the Policy.

8. **Boarding Implications**

The structure and organisation of Boarding within the school will:

- pay due regard to the background and diverse needs of students and staff;
- provide equal opportunity in respect to gender and to living in a multi-cultural society;
- foster tolerance, understanding and respect, and identify and remove unfair practices;
- recognise the crucial role of front-line staff in dealing with issues of equality.

WYMONDHAM COLLEGE EQUAL OPPORTUNITIES POLICY

ANNEX A

ANTI-RACIST EDUCATION: NORFOLK LEARNING STATEMENT

PRINCIPLES AND OBJECTIVES

1. At Wymondham College we believe that:
 - All pupils are damaged by the holding of racist views.
 - All pupils have the right to access to culturally diverse learning opportunities.
 - Our College needs to be proactive in promoting race equality
 - We need to ensure we have a curriculum which promotes cultural diversity and prevents racism.
 - We must challenge the ignorance which lies at the root of prejudice and racism.
 - Our curriculum should reflect the fact that all areas of knowledge and understanding have been shaped by contributions from people of all races and cultures.
 - Where there are limited opportunities for pupils to regularly meet people from diverse cultural traditions, other resource and sources of information should be carefully chosen to reflect cultural diversity and enrich pupils' experiences.
 - This will help us promote the College's Mission Statement below.
2. The College's Mission Statement is:
'The College encourages young people to develop into good citizens, to aim for excellence in all that they attempt, to communicate effectively, work well in teams and to enjoy life'.

RESPONSIBILITIES

3. The Principal will be responsible for:
 - Monitoring the implementation of the anti-racist policy and reporting to the Governing Body.
 - Co-ordinating support from the LEA and other agencies where appropriate.
 - Ensuring that records and reports are correctly administered and maintained.
 - Co-ordinating review and feedback from other staff and pupils.
 - Communicating the implications of our policy to pupils, parents, staff, governors and the local community.
4. The Governors' Personnel Committee will be responsible for:
 - Monitoring records of racist incidents and reporting the effectiveness of our policy to the Governing Body.

DEFINITION

5. A racist incident is any incident which is perceived to be racist by the victim or any other person. (This definition is that used in the MacPherson Report)

THOSE COVERED BY THIS POLICY

6. This policy covers:
 - Pupils: our curriculum will strive to equip pupils to take part fully in the world of the future by heightening their awareness of cultural diversity and by challenging racist attitudes.

- Staff: all staff will be fully aware of the implications of our anti-racist policy and will recognise their duty to implement it.
- Governors: the policy was approved on behalf of the Governing Body on 18 November 2004 and it was agreed that the Chairman of PERSCOM would support the Principal in its implementation and monitoring of its effectiveness.
- Parents: admissions information, the College brochure/prospectus and home/school agreements will include a declaration of our anti-racist intent.
- Others: all visitors to the school will be expected to help us in promoting race equality and will be politely reminded of this when entering the school by a clear notice displayed in Reception.

EXAMPLES OF RACIST INCIDENTS

7. Some common forms of racist incidents are:
- Racist name calling;
 - Racist bullying;
 - Racist graffiti; and
 - Racist slogans.

RECORDING AND REPORTING

8. The Governors have adopted the LEA's recommended format for recording racist incidents.
9. Anyone witnessing a racist incident should report it to the Principal via her PA (or Reception in the event of the PA's absence), who will ensure that the necessary form is completed. Details of people involved will be subject to the school's normal confidentiality procedures.
10. The Chairman of PERSCOM will regularly monitor the record of racist incidents.
11. Any Incidents arising will be reported to parents of pupils involved, the College Governors and the LEA.

TRAINING

12. The College will arrange for training to be provided for any member of staff or the governing body who needs it to meet the requirements of this policy.

CURRICULUM

13. Curriculum planning is reviewed annually. During such reviews we will ensure that criteria for evaluation and planning for development include:
- ensuring that the curriculum allows sufficient opportunity for pupils to learn about a broad range of cultural influences and heritage;
 - offering teachers regular opportunities to construct learning activities which directly challenge racist attitudes and behaviour.
14. Where pupils' access to people from ethnic minority backgrounds is limited, we will seek to ensure that other resources and sources of information reflect cultural diversity and are carefully chosen to enrich young people's experience.

15. We will encourage positive attitudes to ethnic difference, culture and race equality through our curriculum planning and teaching methods and further support this ethos through RE, PSHE, Carousel Time and Assembly topics.

PROCEDURES

16. Pupils will be encouraged to report any racist incident to the person responsible for them at the time. That member of staff should begin to resolve the incident by indicating to the perpetrator that their behaviour is unacceptable, and by ensuring the safety of the victim.
17. That member of staff will report the incident to the Principal (as detailed in para 9 above) who will follow the recording and reporting procedures, and note the action to be taken by the school. In most circumstances, such action can expect to be implemented within two working days.

PERPETRATORS

18. Our principal aim will be to educate, and build towards more harmonious relationships. We recognise that pupils may be influenced by the outside world and the media and may not have a full understanding of the implications of their actions. We will encourage the perpetrator to apologise to the victim if we can do so without causing further distress.
19. As part of securing this principal aim, the perpetrator(s) concerned will have explained to them why the behaviour is unacceptable, and leave the perpetrator in no doubt that it is contrary to school policy and against the law.
20. Use will be made of the school's behaviour policy if necessary, and certainly in the case of repeated incidents.
21. Advice from and involvement of external agencies will be sought if necessary.