

EQUAL OPPORTUNITIES AND ANTI-HARASSMENT

WHY DO WE HAVE THIS POLICY?

At Notre Dame Catholic College our community's Vision Statement clearly reinforces the value of appreciating the individual strengths and talents of all. The promotion of Equal Opportunities and Anti-Harassment, strives to ensure that no members of our community experience any form of discrimination or harassment. We endeavour to meet the needs of all individuals and to eradicate discrimination or harassment of any kind.

People may be discriminated against or harassed because of their:

- Age
- Ability
- Class
- Disability
- Ethnicity
- Faith
- Gender
- Race
- Religion
- Sexual orientation
- Size

The discrimination or harassment may take the following forms (although this list is not comprehensive or exhaustive):

- Verbal abuse and/or threats
- Malicious phone calls, text messages, e mails or via social networking sites
- Provision of, or an offer of, offensive literature
- Assault
- Damage to property

WE HAVE THIS POLICY:

- ❖ to ensure that there is a context in which to offer an education appropriate to the needs of each individual pupil, irrespective of any of the above.
- ❖ to alert all members of the community to the need for positive action, to eradicate any attitude or practice which reinforces or fosters discrimination of any kind

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- ❖ to engender in all members of the community a sense of justice and equality, to ensure that any incident of racism or anti-social behaviour or harassment are recorded and acted upon immediately.

HOW DOES THE SCHOOL RESPOND?

The school:-

- ❖ will strive to find effective solutions to stop harassment
- ❖ will follow Local Authority guidelines
- ❖ will apply appropriate sanctions with regard to all reported incidents
- ❖ will record all racist incidents appropriately and the relevant authorities will be notified
- ❖ will ensure that the complainants of any harassment will be:-
 - believed and taken seriously
 - dealt with sympathetically
 - supported and advised appropriately
 - kept informed of any developments
- ❖ will encourage all pupils through the curriculum, both overt and hidden to develop their self-esteem, value their own cultural heritage and the cultures and talents of others
- ❖ will request that all members of staff accept responsibility for establishing through their curriculum, a reasonable climate for debate within which misconceptions of any kind, which would contribute to discrimination, are challenged
- ❖ will ensure that the curriculum on offer is open to all and challenges stereotyping which leads to constraints on the development of pupils' abilities and aspirations
- ❖ will ensure that through the curriculum, both overt and hidden, every effort is made to demonstrate the unacceptability of attitudes, incidents or remarks which could be offensive, could intimidate or devalue others' views or opinions, or undermine another's self-esteem. In the event of any such incident, the Children's Services procedure on reporting will be implemented with immediate effect. Any such incident should be recorded in the serious incident book which is held by the Pastoral Assistant Headteacher

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- ❖ will ensure that all subject teaching and pastoral programmes of study take into account the objectives and guidelines of this policy
- ❖ will extend to all visitors to the school and personnel employed by the school in any capacity, the school's code of conduct in relation to equal opportunities and anti-harassment.

MONITORING AND EVALUATION

The impact of the policy on equal opportunities will be monitored carefully by all staff, with a view to ensuring that Notre Dame Catholic College continues to offer an educational environment in which all members of the community are treated justly, are afforded the basic rights of freedom and access to opportunity and are able to develop their self-esteem.

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