

TONBRIDGE SCHOOL

EQUAL OPPORTUNITIES POLICY

GENERAL STATEMENT

This school is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities. This commitment is shared by all members of staff and governors.

We oppose all forms of unlawful or unfair discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, trade union membership, disability, political views and religious beliefs, and aim to ensure equal treatment for all.

MAIN EQUALITY AREAS

(i) Race

We regard as racism 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 would be, for example:

- physical assault against a person or group because of colour or ethnicity;
- verbal abuse, derogatory name-calling, insults, threats and racist jokes;
- racist graffiti;
- issuing/wearing of racist materials, e.g. leaflets, magazines, insignia;
- inciting others to behave in a racist manner;
- making racist comments or suggestions in the course of discussions;
- refusing to co-operate with other members of staff because of colour or ethnic origin.

(ii) Gender

We consider sexism to be any attitude held by a person or group of one sex towards an individual or group of the same or other sex which is offensive, discriminatory or hostile towards the individual or group. 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:

- physical abuse against a person or group because of their gender;
- verbal abuse, intimidation, insults, threats;
- using lewd or suggestive vocabulary to cause offence or humiliation;
- reference to an individual's or group's sexuality;
- making sexist comments or suggestions.

(iii) Disability

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:

- physical assault against an individual because of their disability;
- verbal abuse, intimidation, insults, threats;
- reference to an individual's disability;
- refusing to co-operate with an individual because of their disability.

MECHANISM FOR DEALING WITH ANY INCIDENT OF DISCRIMINATION OR HARASSMENT

The Harassment Complaints Procedure to be followed by members of the Support Staff is set out separately – please refer to the Support Staff Policies and Procedures Handbook.

MONITORING/EVALUATION

This policy will be kept under review and will be evaluated annually.

An analysis of any such incidents will be undertaken with a view to informing or amending practices or procedures.