

# Anti-Discrimination Policy

MARINE ACADEMY PLYMOUTH POLICIES

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VERSION CONTROL SHEET

**POLICY NAME: Anti-Discrimination Policy**

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**Introduction**

Respect for all members of the Academy community is a key aim of the Academy and implies equal opportunities for all.

Discrimination on the grounds of race, sex, religion, disability, sexuality or age denies equality of opportunity. The diverse nature of British society demands a positive stance. It can be argued that in this part of the country where ethnic diversity is not so great, the response is even more important. The richness and diversity of British culture and experience provide an opportunity to share in and understand the ways of others from many cultures and religions.

MAP has an important role to play in representing the values of a pluralistic society to those people from all over Britain and the rest of the world who have chosen to live and work in and around Plymouth.

Where the term "racist" is used within this document, it is understood that this policy also applies to all other forms of discriminatory behaviour.

### **Discrimination**

Discrimination can influence attitudes and expectations, but it is frequently only extreme behaviour that receives attention. We need to be equally aware of discriminatory messages delivered informally which subconsciously reinforce stereotyping and all forms of discrimination. It is therefore the responsibility of everyone to be alert to, and to challenge discrimination where it occurs. Name calling and bullying should not be seen as part of the normal working of a community.

The staff of the Academy are able to give the lead to students because they understand that all forms of discrimination are socially divisive and hinder individual and cultural development.

Equality of opportunity is important for staff as well as students and care will be taken to ensure fairness and lack of discrimination with issues involving either students or employees.

### Types of Discrimination

Covert: this is difficult to identify and address. It is evident in the assumptions, beliefs and values that affect people's instinctive responses. It can be demonstrated in subtle and unthinking ways that have consciously to be challenged by all members of the Academy community.

Harassment: harassment occurs when hostile, derogatory, hurtful, insulting or negative remarks or jokes are made about a person. In some cases the abuse or harassment can take the form of, or include, a physical attack upon the victim, graffiti or racist literature. Such harassment must not be tolerated by anyone within our community.

Offensive behaviour: offensive or hostile behaviour may manifest itself through racist jokes, physical or mental abuse, exclusion or violence. It may be manifested by offensive language, literature or posters, symbols or statements on clothing.

The intention to offend: harassment does not depend upon the intention of the offender, but on the perceptions and impact of the behaviour on the person suffering it.

Institutional racism can be thought of as the creation of disadvantage brought about by the joint effect of acts, both conscious and unconscious, of individuals within an organisation, and by the effects of systems within that organisation, which together have the effect of causing disadvantage that might not have been intended or understood. For example, racial bullying or harassment can affect a child's behaviour. If the child's behaviour is treated in isolation from the causes of that behaviour, this can be an example of institutional racism.

### Statement of Principle:

- Discrimination on the grounds of race, sex, religion, sexuality, age or disability is unacceptable at Marine Academy Plymouth. We are committed to identifying and removing discriminatory practices, procedures and any form of racism or racist behaviour.
- Every student and member of staff will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect and appreciation of each other as individuals.

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- All staff will practise an equal opportunities policy; all students have the right to the best possible education.
- Marine Academy Plymouth is committed to emphasising the common elements and values of our multi-cultural society and recognising the need to prepare its students for their integral part in this society, whilst appreciating the value of difference.

### Aim

To prepare students for an increasingly diverse society.

### Practice

Admission: the Academy follows and supports the policy of Plymouth City Council which does not permit sex, race, colour or disability to be used as criteria for admission.

Registration: students' names should be accurately recorded and pronounced.

Discrimination: all forms of discrimination by any person within the Academy must be treated sensitively. A careful note must be kept of such incidents, wherever they take place. It should always be made clear to offending students that such behaviour is unacceptable.

Students: any incident will be acted upon and the Head of House informed. Consideration should be given to involving parents. Racist symbols, badges etc are forbidden. Graffiti will be removed immediately when it is reported. Parents will be made aware of the Academy's commitment to equal opportunities.

The Curriculum: all students must have equal access to the Academy curriculum. This will include work experience. Staff must constantly be aware that their own expectations affect the achievement, behaviour and status of each student.

Assessment: direct discrimination will occur if students are given lower assessments on racial grounds. Culturally biased assessment criteria are those that are based on the assumption that there is uniformity in children's cultural and linguistic experiences.

Allocation to teaching groups: students must not be allocated to teaching groups on racial grounds.

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Language: the Academy views language diversity positively.

Resources: staff must ensure that resources used in all curriculum areas are multi-cultural and non-sexist, containing positive images of all groups. Variety should be evident in the stories and information offered to students.

### Monitoring Racist Incidents

It is important to monitor racist incidents in order to:

- a. get a full picture of their nature and frequency
- b. measure the effectiveness of the methods used to respond to such incidents
- c. give staff a statistical basis for analysis.

Records should give details of the offence, the persons concerned, the action taken and sanctions imposed.

Racist incidents should be recorded as follows:

- a. racist violence and threat
- b. racist abuse and insults
- c. racist graffiti
- d. racist literature

A note giving this information and the category should be given to the Head of House who will give a copy to the Senior Leadership Team.

Where the law is broken reporting lines to the Police should be open and policies on confidentiality, action and support for the victim should be agreed beforehand.

### Categories of racist behaviour

- physical assault against a person or group because of colour and or ethnicity
- derogatory name-calling ,insults and racists jokes
- racist graffiti
- proactive behaviour – such as wearing racist badge or insignia
- verbal abuse and threats
- incitement of others to behave in a racist way
- racist comments in lessons

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- attempts to recruit students to racist organisations or groups
- ridiculing of an individual for cultural differences
- refusal to co-operate with other people because of their ethnic origins

### Sanctions

Sanctions will differ in severity according to the frequency and severity of the incident, but will include:

- apology
- verbal warning
- relevant written work
- detention
- notifying of parents
- temporary exclusion
- permanent exclusion
- reporting to the Police when the law is broken

### Combating racism – public statements

The Academy will make its commitment to combating racism in the following ways:

- The Academy 's prospectus will contain a clear statement about the unacceptability of racism and racist attitudes, either by staff, students or parents
- Each year the Trust will include a statement in its annual report concerning racism and will indicate if incidents have happened and how they were dealt with
- The home /Academy agreement will include the unacceptability of racial abuse or racially motivated behaviour

### Minority ethnic teachers

The Academy welcomes applications from all qualified teachers irrespective of race, ethnicity, gender or sexuality for posts advertised by the governors.

### Training

Training and guidance will be made available for staff in the following key areas:

- the history of racism
- anti-racism
- dealing with bullying
- the legislation
- avoiding discrimination in practice
- guidance on the awareness of racism
- equal opportunities

Training will not be limited to teaching staff but will be extended to all adults employed at the Academy and all students.

### Support for the harassed student and family

It will be important for the pastoral team to support the harassed student and reinforce the anti-racist policy of the Academy . This will normally involve close liaison with parents/guardians of the student to explain the action taken and discuss the matter with them.

- Counselling for perpetrator, victim and affected families
- Look to Police, social services and other inter-agency support but lines of communication and procedures need to be agreed in principle beforehand.