

Anti- Discrimination Policy



Sandwell Home and Hospital Tuition Service

Signed by Chair of Governors:	<i>May Banks</i>
Date ratified by Governing Body:	30.01.2019
Date of Review:	30.01.2022



ANTI-DISCRIMINATION POLICY **- INCLUDING RACE EQUALITY**

The Centre reflects the socio-economic, gender and cultural mix within Sandwell and we accept pupils who are able-bodied and those who have a disability.

Philosophy

We seek to promote knowledge, understanding and appreciation of all groups within society, irrespective of gender, faith, culture, sexuality orientation or ability.

Whenever possible we should challenge stereotypes and celebrate the diversity represented within the school community and society in general.

Practice

Issues such as racial discrimination, gender bias and stereotyping are addressed within the framework of syllabuses and the general day to day interaction of staff and pupils which contributes to the overall ethos of Albright.

Particular focus is given to such issues in weekly assemblies, tutor periods and PSE and RE lessons. However, all areas of the curriculum should reflect the ethos of the centre through subject content, where possible, language used and resource material selected for use in lessons.

The curriculum should reflect the fact that Britain is a society of diversity and that stereotyping on the basis of race, culture, gender, sexuality orientation or ability/disability is not acceptable.

All Staff Should:

- Challenge any behaviour or language, which stereotypes or discriminates against those within or outside of our school community.
- Confiscate any literature, badges etc., which are openly racist or discriminatory towards individuals or groups and report such items/incidents to the Head Teacher or Deputy Head Teacher
- Seize any opportunity to sensitively discuss issues of discrimination with pupils who exhibit unacceptable behaviour, allowing individuals or groups to explore their own feelings and perceptions.

Procedure

If a pupil exhibits unacceptable behaviour of a discriminatory type he/she will be dealt with by the tutor with the support of the Deputy Headteacher or Headteacher.

Specific targets for behaviour will be set and these will be monitored over a specific period of time. Parents/carers will be informed.

If no progress is made it will become necessary to call parents/carers in to discuss the situation further and make decisions about further action.

When all attempts have failed to bring about a change in behaviour it may be necessary to exclude the pupil from Albright, Home Tuition may be considered, if appropriate.

Extremism

If at any time staff have reason to believe that pupils are being influenced by extremist groups or individuals this should be reported immediately to the Headteacher who will liaise with the appropriate agencies.