

Anti-Discrimination Policy

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Last Reviewed: September 2024

Next Review Date: September 2026





It is the policy of the School to ensure equitable treatment for all, rejection of discrimination on any grounds and a positive attitude to a pluralist community. Pupils and staff should be guided by the school values as follows:

- Show **connection** by empathising with and accepting all members of the school community
- Take **care** in our language and behaviour
- Have the **courage** to challenge any forms of discrimination
- **Contribute** positively by acting kindly towards others

Issues relating to bullying, friendship, respect, equality and diversity, peer group influences and self-esteem are discussed appropriately with all pupils at all levels, especially in Lower School and the Middle School, in the Pastoral Curriculum, in assemblies, tutorials, and through a programme of talks from external speakers. Talks and discussions, as well as many online resources on the school portal, are also provided for parents. Staff are given training on unconscious bias, LGBTQ+ allies training and how to recognise and deal with behavioural incidents.

The School recognises and accepts racial, religious and cultural differences amongst the pupils and staff at all levels. To this end individual worship requirements may be arranged alongside routine attendance at Chapel.

Any discrimination on the grounds of protected characteristics including age, sex, gender reassignment, disability, race (including colour, nationality, ethnic or national origin), religion or belief, marital status, being pregnant or on maternity leave, sexual orientation, and also someone's cultural background, linguistic background, class, neurodivergence, academic or sporting ability is not acceptable and will be treated seriously and dealt with appropriately, and opportunities for education provided where necessary.

Pupils and staff are expected to be alert to and challenge unacceptable behaviour when it occurs and report any concerns to parents, their tutor or HM, a prefect or member of the Decem, the Senior Deputy Head or any other member of staff. Pupils can also report anonymously via the online platform Whisper.



For pupils, as with concerns of bullying, any instances of discrimination may be dealt with at one of 3 levels as appropriate:

- Level 1: Using a restorative 'no blame' approach followed by appropriate education
- Level 2: Formal investigation and sanctions awarded
- Level 3: A review of a pupil's place at the School
- Likely sanctions for discriminatory behaviour are listed below:

Behaviour	Consequence
Disrespectful behaviour such as micro aggressions, unkind stereotyping, unthinking/non-directed use of discriminatory/racially inappropriate language (1 st offence)	Senior Deputy Head Detention
Discriminatory behaviour/language in person or online Disrespectful behaviour as listed above (2 nd offence)	Internal suspension
Causing serious psychological harm through discriminatory bullying (including use of racial slurs aggressively directed towards another person) Discriminatory behaviour/language in person or online (2 nd offence) Disrespectful behaviour as listed above (3 rd offence)	Full suspension