

RACE, EQUALITY AND DIVERSITY POLICY

Background Information

The Beauchamp College is situated south of the City of Leicester in Oadby. The College provides education and amenities for adults of all ages and pre-school children in addition to the full curriculum for 14 - 19 year old students. The student role is 2122. The catchment area is wide and diverse, as also is the religious and ethnic backgrounds of the students and staff, and the intake is of mixed ability including a number of students with the protection of a statement of special educational needs.

The College and the LEA have a clear Equal Opportunities Policy. The aim of this policy is to ensure that no job applicant, member of staff or student receives less favourable treatment on the grounds of race, colour, gender, age, religion or belief, nationality, ethnic or national origin, sexual orientation, gender reassignment, marital status or physical disability.

Aims and Values

“All Different, All Equal”

Our aim is to eliminate unlawful racial, equality and diversity discrimination and to promote equal opportunities and good relations in all areas of school life. These include:

- Progress, attainment and assessment
- Behaviour, discipline and exclusion
- Students personal development and pastoral care
- Teaching and Learning
- Admission and Attendance
- The Curriculum
- Staff recruitment and professional development; and
- Partnerships with parents, guardians and communities

Beauchamp College Statement

The College shall offer a curriculum and overall educational experience, which prepares young people to take their place in multicultural world. We will ensure that all our students have an equal chance to make good use of the education the College offers to enable them to choose their future pattern of life and to take full advantage of their opportunities in society.

Equally, all aspects of the Extended Services programme will offer positive encouragement to non-discriminatory thinking and to activities of a multicultural nature and will be available to all.

The College will, on every occasion, demonstrate its opposition to racism, its willingness to foster positive attitudes towards our multicultural society and its opposition to discrimination and to all other forms of oppressive behaviour such as sexism, homophobia, class, ageism and discrimination against disability.

All racist incidents will be recorded including the dates, the names of the perpetrators and the victims, the nature of the incident, and the action taken in response. Parents and governors should be informed of the numbers and nature of such incidents and the action taken to deal with them.

We recognise that these can take a number of forms and include:

- Verbal and physical assault
- Display of racist pictures, insignia or graffiti
- Rejection or isolation of someone because of their difference
- Unwelcome comments, jokes, taunts or innuendoes based on derogatory comments about people or groups
- Mimicking accents
- Deliberately mispronouncing names
- Dismissal of viewpoints from other cultures or societies
- Stereotypical comments during discussion
- Making negative comments about: appearance, clothing, food, language accent or dialect, family, culture, religion, country of origin
- Withdrawing from work which relates to the experience of other cultures [refusing to visit a place of worship or cultural centre for example]

Parents, students and staff will be informed of changes to the policy through the normal channels of communication.

October 2009