

St Elizabeth Catholic Primary School

Harassment and Discrimination Policy



The Governing Body of St Elizabeth Catholic Primary School

Date of Policy	September 2021
Review Date	September 2023
Chair/Committee Chair of Governor's signature	
Headteacher's signature	

Mission Statement

Inspiring and achieving lifelong learning in a welcoming Catholic community.

Safeguarding Statement

At St Elizabeth Catholic Primary School, we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at St Elizabeth Catholic Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Equality statement

As a school we are committed to ensuring that equality principles are embedded within all school policies and procedures, as we endeavour to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities, sexual orientation, and ethnic origins.

School Values

As a Catholic school with a strong Christian ethos we actively support and promote a value-based education. By living out our 4Rs – Relationships, Resilience, Responsibility and Respect, we encourage the whole school community to:

- Think about and reflect upon positive Christian, British and Universal values
- Experience how living out these values impacts on themselves and others, in school, in the wider community and in the world
- Instil a sense of belonging to the school, the local community, the country they live in and the wider global community
- Inspire individuals to choose their own positive personal social, moral and spiritual values
- Promote an inclusive school ethos and a learning climate that will raise aspirations and achievement
- Raise self-esteem and encourage children to take more responsibility for their own behaviour and learning

British Values

At St Elizabeth's, the school recognises and promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Through this provision of SMSC, the school will:

- enable pupils to develop their self-knowledge, self-esteem and self-confidence;
- enable pupils to distinguish right from wrong and to respect the civil and criminal law of England;
- encourage pupils to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely;
- enable pupils to acquire a broad general knowledge of and respect for public institutions and services in England; further tolerance and harmony between different cultural traditions by enabling students to acquire an appreciation of and respect for their own and other cultures;
- encourage respect for other people;
- and encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

Data Protection

The General Data Protection Regulation (GDPR) ensures a balance between an individual's rights to privacy and the lawful processing of personal data undertaken by organisations in the course of their business. It aims to protect the rights of individuals about whom data is obtained, stored, processed or supplied and requires that organisations take appropriate security measures against unauthorised access, alteration, disclosure or destruction of personal data.

The School will protect and maintain a balance between data protection rights in accordance with the GDPR. This policy sets out how we handle the personal data of our pupils, parents, suppliers, employees, workers and other third parties.

Changes to data protection legislation will be monitored and further amendments may be required to this policy in order to remain compliant with legal obligations.

All members of staff are required to familiarise themselves with its content and comply with the provisions contained in it. Breach of this policy will be treated as a disciplinary offence which may result in disciplinary action under the School's Disciplinary Policy and Procedure up to and including summary dismissal depending on the seriousness of the breach.

We believe that everyone has the right to work and learn in an environment free from discrimination and harassment. Any act of discrimination or harassment is unacceptable.

Policy Statement

Disciplinary action may be taken to deal with actions or behaviour, intentional or unintentional, which results in a breach of this policy.

Disciplinary action may also be taken if allegations of harassment are found to be malicious.

Scope of policy

This policy applies to all pupils, staff, parents and Governors at the school and relates to harassment perpetrated by anyone within these groups.

Harassment is not necessarily confined to the behaviour of senior staff towards more junior staff; it can take place between colleagues at the same level or involve staff behaving inappropriately towards more senior staff.

This policy also relates to any form of Harassment perpetrated by a visitor to our school, or parent or Governor, which is directed at a member of staff or student.

Harassment

Harassment is defined as unwelcome comments (written or spoken) or conducts which:

- Violates an individual's dignity.
- Creates an intimidating, hostile, degrading, humiliating or offensive environment.
- Reflects the statutory definition of harassment as outlined in the Race and Employment Directive. Racial harassment and harassment relating to disability are considered to be examples of direct discrimination.

Responsibility to all staff and students

All staff and pupils can help to:

- Prevent harassment by being sensitive to the reactions and needs of others, and ensuring that their conduct does not cause offense;
- Discourage harassment by others by making it clear that such conduct is unacceptable and supporting colleagues and peers who are taking steps to stop the harassment.
- Provide an environment where it is clear that harassment is not acceptable;
- Taking action when it is aware that harassment may be or is taking place;
- Ensuring that school leaders are aware of their responsibility for trying to prevent and, in the first instance, resolve problems in the immediate working environment.

Monitoring of policy and procedures

The Executive Headteacher and Head of School will compile statistics relating to cases of harassment and will provide an annual report to the Governors containing information about the number and nature of complaints and any disciplinary action taken, without naming the individuals involved.

Individual liability

A member of staff or pupil who is found to be harassing another individual is liable by law for his /her actions and may face action in the courts.

Raising Awareness

If any member of the school feels harassed in any way they should report this to a teacher, a leadership team member, or the Executive Headteacher. If the harassment is by a senior member of the school, then the Chair of Governors should be informed.

Examples of harassment

- Sex-related harassment
- Sexual harassment
- Harassment on grounds of sexual orientation
- Racial harassment
- Personal harassment
- Bullying
- Harassment of disabled people
- Age harassment
- Stalking
- Cyber bullying

Date of Ratification:		Signed: Ms A John (HEAD TEACHER) Mr T O'Sullivan (CHAIR OF GOVERNORS)
Review date:		Signed: Ms A John (HEAD TEACHER) Mr T O'Sullivan (CHAIR OF GOVERNORS)