



Heathside Preparatory School

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ANTI-DISCRIMINATION AND EQUALITY POLICY

For the pupils

At Heathside, we consider discrimination of any kind unacceptable, we value the individuality of every child. We make sure that we offer a broad curriculum and encourage pupils to share their diverse life experiences. This policy helps to ensure that every child is included and supported whatever their social background, race, gender and disability. Religious beliefs of pupils and their families will be respected at all times. Here we set out how we would deal with an incident of discrimination. We also invite you to read our Anti-bullying and SEN policies, which will be referred to in connection to any incident.

- All pupils receive equal access to the curriculum through appropriate teaching strategies, and equality of provision.
- Pupils' progress and attainment is routinely monitored by class teachers and senior staff, to make sure there are none who are falling behind.
- We address and discuss the importance of inclusion and tolerance through the curriculum and in assemblies.
- The school actively works to overcome barriers to inclusion through its accessibility plans, timetabling arrangements and admission procedures.
- If a child is bullied because of their race, religion, disability or for any other reason of discrimination, we will deal with it according to our Anti-bullying Policy.
- We will refer to the DCSF guidance 'Recording and reporting racist incidents' (2006) if we experience any incident of this kind. We understand that sometimes an incident or interaction can be unintentionally or unwittingly racist but is experienced that way.
- If a teacher witnesses or becomes aware of any incident of racism or other discrimination among pupils, they will log it in the Anti-bullying log books which are located in the Lower School staff room and in Sarah Fortna's office in the Upper School.
- Our school ethos is one of inclusion, openness, trust and tolerance.

For the staff

Recruitment practices shall follow local guidelines and ensure equality of opportunity for all candidates. Any incident of discrimination by or against a staff member because of race, sexual orientation, religion, gender or disability will be investigated following our Allegations Against Staff and Whistleblowing procedures.

October 2009