



Cleeve Prior School
A Church of England Voluntary Controlled Primary School

This policy is the consensus of the staff and the Governing Body and was approved at the Full Governing Body

Policy for Harassment & Discrimination 2022

The school policy for Harassment & Discrimination has the agreement of the teaching staff and the Governing body and is reviewed every 4 years.

Harassment and Discrimination Policy

Aims

Cleeve Prior Primary School is committed to a working and learning environment where people can achieve their full potential by providing a culture where it is clear that harassment is unacceptable. This policy is designed to reduce the chance that harassment within the work place will occur and a mechanism to resolve complaints where it is felt that harassment has occurred through:-

- Disciplinary action to deal with actions or behaviours intentional or unintentional that results in a breach of this policy

- Disciplinary action may also be taken if allegations of harassment are found to be malicious or vexatious

- Harassment can also lead to civil and criminal claims beyond the school's own disciplinary proceedings

This policy applies to all pupils, staff, parents and governors at the school and relates to any form of harassment perpetrated by a visitor to the school, or a parent or governor which is directed at a member of staff or a pupil.

Definition

Harassment is behaviour that is unwanted, unreasonable and offensive to the recipient, which:-



- Violates an individual's dignity
- Creates an intimidating, hostile, degrading, humiliating or offensive environment

Harassment is not necessarily confined to the behaviour of senior staff towards more junior staff and can take place between colleagues at any level and can be based on:-

- Race, ethnic origin, nationality or skin colour
- Gender and/ or sexual orientation
- Religious or political convictions
- Disabilities, illness, sensory impairments or learning difficulties
- Age

(however, this list is not exhaustive – refer to appendix 1)

Discrimination is any practice which makes distinctions between individuals or groups that advantage some and disadvantage others on the basis of their membership of that group, or characteristics generally attributed to that group.

The Race and Employment Directive states that racial harassment and harassment relating to disability are considered to be examples of direct discrimination.

Responsibility of staff and pupils

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 offence.
- By discouraging harassment by others through making it clear that such conduct is unacceptable, and supporting colleagues and peers who are taking steps to stop the harassment.
- By providing an environment where it is clear that harassment is not acceptable.
- By taking action when harassment may be or is taking place.



- By ensuring that school leaders are aware of their responsibility for trying to prevent and resolve problems in the immediate workplace.

How complaints will be dealt with

- If any member of the school feels harassed in any way they should report this to an 'appropriate person'. This could be a teacher, member of the Senior Leadership Team or the Head of School or the Executive Headteacher. Usually the next in the line management.
- The complaint will be promptly dealt with and fully investigated
- If the allegations of harassment are against the Headteacher then the complaint should be taken to the Chair of Governors.
- If appropriate the complaint will be taken to the Governing Body complaints panel where suitable disciplinary action will be taken to eliminate the inappropriate action

Administration

- All matters will be handled confidentially
- Any retaliation will be dealt with strongly
- Continued harassment will result in strong disciplinary measures
- The school will aim to restore positive relationships

Monitoring

- The policy will be reviewed every 4 yrs



Appendix 1

Examples of Harassment

The examples given below, which include unacceptable physical and verbal conduct, are not exhaustive. Harassment on grounds of race, sex and disability now constitute forms of discrimination under the law.

Sex-related harassment



Examples include displaying power over a man or a woman because of gender through disparaging gender-related remarks and threatening behaviour.

Sexual harassment

Examples include unnecessary touching, unwelcome jokes of a sexual nature, inappropriate use of suggestive visual display unit material, intimidating behaviour such as asking for, or offering, sexual favours in return for positive academic assessment or promotion.

Harassment on grounds of sexual orientation

Examples include homophobic remarks or unwelcome jokes, threats to disclose sexuality and intimate questions about sexual activity.

Racial harassment

Examples include inappropriate questioning and/or jokes about racial or ethnic origin, offensive graffiti and intimidating behaviour, including threatening gestures.

Personal harassment

Examples include making fun of personal circumstances or appearance.

Bullying

This can be physical or psychological. Examples of psychological bullying include unmerited criticism, isolation, gossip, essential information withheld, or behaviour that is intimidating or demeaning.

Harassment of disabled people

Examples include discussion of the effects of a disability on an individual's personal life, uninvited touching or staring, and inappropriate questioning about the impact of someone's disability.

Age harassment

Examples include derogatory age-related remarks and unjustifiable dismissal of suggestions on the grounds of the age of the person.

Stalking

This can be physical or psychological. Examples include leaving repeated or alarming messages on voice mail or e-mail, following people home, or approaching others to ask for personal information.

Cyber Bullying

This can be through unwanted contact on

1. Social Networking web-sites
2. Through emails or text messages

Date reviewed by Governors: September 2022

Date for Review: September 29th 2023