



EQUITY AND DIVERSITY POLICY

This policy is to be read in conjunction with the school's Vision and Mission Statement, and its Code of Conduct

1. Aims and objectives

The aims and objectives of this policy are to promote equality and diversity throughout the school, and to ensure that students, parents, teachers, coaches, support staff and auxiliary staff are aware of their responsibilities and the expectations regarding their conduct, interactions and educational experiences within the school.

The purpose and spirit of this policy is to ensure that all practices within the school adhere to the principles stated within this policy.

1.1 At Redhill School, we do not discriminate against anyone, be they staff, parent or student or any other person, on the grounds of their:

- Race;
- Gender;
- Sex;
- Transgender status;
- Pregnancy;
- Marital status;
- Ethnic or social origin;
- Political conviction;
- Colour;
- Sexual orientation;
- Age;
- Disability;
- Religion;
- Conscience;
- Belief;
- Culture;
- Language;

- Birth;
 - HIV status;
 - Association with a person identified by reference to any of the attributes listed above; and/or
 - Any personal characteristics similar to those listed above.
- 1.2 Redhill School does not tolerate conduct on any other ground where discrimination which is based on that ground undermines human dignity or adversely affects the equal enjoyment of its staff, parents' or students' rights and freedoms in a manner comparable to the grounds of discrimination mentioned above.
- 1.3 The principles of fairness, justice and non-discrimination are promoted throughout Redhill School's educational, sporting and cultural offering. Policy development, workshops and incident management will be facilitated through the Head of Diversity.
- 1.4 All students have the right to equal access to our provided educational and co-curricular opportunities.
- 1.5 At all times Redhill School strives to have all forms of direct and indirect discrimination removed to prevent, amongst other things, any barriers to our educational structure that would go against this Policy.
- 1.6 All educational, sporting, cultural, recruitment, employment, promotion and training systems that are in place in our School are fair and accessible to all involved.
- 1.7 Whenever stereotypes and prejudice occur, Redhill School will challenge such actions.
- 1.8 Redhill School is known countrywide for its cultural diversity and its diverse range of staff and students, and we celebrate this.
- 1.9 Redhill School strives to promote equality through positive educational experiences and support of individual views which are in line with this Policy. Through positive educational experiences, Redhill School aims to promote positive social attitudes, which encompass respect for all persons while combating ignorance, which could possibly lead to stereotyping and prejudice.
- 1.10 Redhill School is intent on fostering an inclusive environment that is welcoming to all. We understand that we are united in diversity and strengthened through it.

2. Unfair discrimination

Discrimination based on the grounds referred to in 1.1 above is deemed unfair discrimination unless it is established that such discrimination is fair.

3. The role of students

- 3.1 In the event that there may be discrimination on any of the grounds referred to in 1.1 and 1.2 above that affects a student, the affected student or fellow students who witnessed the discrimination, whether by a staff member, another student or any other person, must report such incident to the Grade Head who, upon receipt of such complaint, will refer the matter to the Head of Diversity.
- 3.2 Redhill School will ensure to the extent necessary that any such complaint will be kept confidential and will not be published in any manner that could prejudice or victimise all parties involved in the incident, including witnesses. Similarly, any outcome in relation to a disciplinary process held, as a result of a complaint, will be kept confidential and will only be disclosed to the complainant/s and the student/s who is/are the subject of the disciplinary hearing and any other party who in the school's sole and absolute discretion should be advised.
- 3.3 Redhill School recognises that a student may be hesitant to report an act or instance of discrimination personally and, therefore, Redhill School encourages such student to report the incident to their parent/legal guardian who may in turn report the incident to the Head of Diversity on the student's behalf.

4. The role of all staff

- 4.1 There is a positive duty upon staff members of Redhill School to report any incident relating to discrimination, be it witnessed by them or reported to them, to the Head of Diversity without undue delay.
- 4.2 Any failure to report such incident will be actionable in terms of the School's disciplinary procedure.

5. The role of the Head of Diversity

- 5.1 The Head of Diversity will ensure that all staff and students are aware of this Policy, and that this Policy is applied fairly in all situations.
- 5.2 Upon an incident being reported to the Head of Diversity, s/he will immediately commence an investigation into the incident and compile a report.
- 5.3 If the complaint is based on a ground referred to in 1.1 and 1.2 above, the Head of Diversity will inform the Executive Head and make a recommendation to the Head of School regarding disciplinary measures.

6. The role of the Head of School

When presented with the investigation report by the Head of Diversity referred to above, the Head of School will assess the report and, subject to his/her prerogative (on which expert advice may be sought), will convene a hearing in line with the Redhill School Disciplinary Procedure.

REVIEW OF POLICY

This policy may be reviewed from time to time.