

## STUDENT ANTI DISCRIMINATION POLICY

CATEGORY	<b>Education</b>
POLICY OWNER	<b>Peace Council</b>
DATE & VERSION	<b>30-09-2023 - Version 2</b>
APPROVED BY	<b>Vice Principal - Academics</b>
REVIEW FREQUENCY	<b>Annual</b>

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***Note to the policy***

*This policy was written by the Peace Council chairs of 2020-2021, Rory Dixon and Rouaa Aldash.*

*The policy is not set in stone and should evolve as UWC Atlantic evolves. Future staff and students should work together to improve and adapt the policy to the current environment of the college ensuring it remains relevant and present in student life.*

## 1. Policy Purpose

This Policy affirms UWC Atlantic’s (the College) rejection of discrimination of all forms. The definition of discrimination may be found in **sections 1.3 and 3.1**. This policy recognises that community members should not have to face discrimination of any form in their time at UWC Atlantic and that the community will endeavour to address all forms of discrimination through education and empathy.

All students at the College have a right to feel safe and valued within our community and have a responsibility to show respect for others. Discrimination of any form will therefore not be tolerated.

- The College aims to prevent discrimination of all forms and to deal rapidly and effectively with any occurrence of discrimination against any student.
- To create and nurture a community in which students do not face discrimination of any form.
- To educate staff and students about discrimination
- To empower students to speak out about any discrimination they may face
- To support students who report discrimination.
- To allow students to learn and grow after committing discriminatory acts.
- To initiate disciplinary protocols in cases deemed severe.

## 2. Policy Statement

This policy was written following the Peace Council’s discussion on racism held after the death of George Floyd in 2020 and is one step in the College’s fight to combat systemic racism. The policy has a strong emphasis on education over discipline, aiming to create an environment in which community members can learn from their mistakes and grow. This policy is designed to protect community members from all forms of discrimination and prevent possible incidents in the future. There should be no stigma surrounding reporting under this policy, discipline will only be used as a last resort. Our intention is to encourage offenders to learn and grow from their actions so that they themselves are empowered to combat discrimination and not commit discriminatory acts in the future.

The Equality Act 2010 defines ‘protected characteristics’ as: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or

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belief, sex and sexual orientation, and this policy is intended to protect these characteristics as far as it relates to the UWC Atlantic community.

### 3. Policy Implementation

#### 3.1 Roles & Responsibilities

##### Students

- Not to act in any way that could be perceived as discrimination
- To report any incidents of discrimination they experience.
- To educate one another
- To comply with this policy

##### Staff

To aid affected parties in reporting discrimination

To take all reasonable steps to ensure that discrimination of any form does not occur within their line of work.

To appropriately address any concerns raised that are perceived by the person as discrimination or by following the protocols set out in this policy

##### Campus Community

- Not to tolerate any form of behaviour that could be perceived as discrimination,
- To take all reasonable steps to ensure that discrimination does not occur.
- To appropriately address any concerns raised that are perceived by a person as discrimination.
- Make a record of any incidents and issues, and any steps taken to address them

#### 3.2 UWC Atlantic Definitions

##### Definition

Under this policy discrimination will be defined as follows:

Any act which makes a person feel unsafe, unvalued, excluded, overlooked or prejudiced against because of who they are may be deemed discriminatory. Grounds for discrimination include a person's race, sexual orientation, gender identity, country of origin, sex, age, disability, religion or beliefs.

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### Examples

Examples of discrimination can include but are not limited to:

racism, homophobia, transphobia, xenophobia, sexism, ableism, ageism, religious discrimination e.g. Islamophobia, anti-semitism etc, and any other forms of prejudiced discrimination.

Discrimination may occur directly through an act as listed in the examples above. Or it may occur indirectly when a condition, criterion or practice, whilst applicable to the whole community, disadvantages people who possess a 'protected characteristic'. This is only applicable where the condition is unable to be justified as being a legitimate organisational requirement.

### 3.3 Protocols

#### Empower affected parties to speak out against any discrimination they face.

- Students will be able to **report** (anonymously or otherwise) **any incidents of discrimination** they face during their time at UWC Atlantic.
  - The definition of discrimination and examples of discrimination can be found in section 3.2

#### How to report

- **Any community member can make a report.**
- **All reports go to Safeguarding** whether they are minor or major.
- Reports should be made **by contacting the Safeguarding Team**
- This can be done by any of the following methods
  - Emailing [safeguarding@uwcatlantic.org](mailto:safeguarding@uwcatlantic.org)
  - Contacting a member of the safeguarding team
  - Asking the Counsellors or Wellbeing Centre to assist in reporting
  - Asking a trusted staff member to assist in reporting
  - Asking a student to assist in reporting
- **Students available** and trained to **aid in reporting** include:
  - Peace Council reps
  - Peer listeners
  - Queer listeners

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- Before a report is filed **the affected party must consent to a report being made** unless there is a risk of significant harm to the individual or the community.
  - All newly chosen/elected Peer listeners and Queer listeners and Peace Council reps must receive training in dealing with discrimination and the system established under this policy
- **Confidentiality should be kept** by all parties involved and information should only be disclosed to necessary parties. However in some instances, confidentiality cannot be guaranteed e.g. the person/persons are at risk or it is a criminal offence.

### Support

- The affected party of any reported incident should have support available to them.
  - Such support will be available from;
    - Counsellors
    - Wellbeing Centre staff
    - Peer listeners
    - Queer listeners
    - House Mentors
    - Tutors
    - Heads of Year
    - Designated Safeguarding Person
- The affected party may choose to decline support
- Safeguarding will notify the Wellbeing Team of cases so that they are aware and able to support should the affected party request it.

### Dealing with incidents

#### 1 Education

- In all cases the **offender(s) will be educated** on why what they did was wrong.
- In cases of unintentional discrimination, education may be all that is necessary.
  - Very minor cases may be dealt with by Peace Council chairs and tutors.
- The educator for the offender should be a student or staff member who is **well versed on the topic of the offense and able to empathise with the affected party**.
  - E.g. If a slur is used against a Middle Eastern student, MENA national leaders may be asked to be the educator.
- Educators will be chosen on a case by case basis by the Peace Council Chairs in consultation with the Safeguarding team.

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- Peace Council chairs may consult National Leaders in choosing an appropriate educator. They are however not required to do so.
  - Educators may include:
    - National leaders
    - Peace Council reps
    - P6 leaders/Queer listeners
    - Informed and compassionate staff members
    - Student chosen and agreed upon by Peace Council Chairs and Designated Safeguarding Person.
  - The tutor of the offender, should be present at the education session to ensure that all present are respected, comfortable and feel supported.
  - The offender may choose a different member of staff to be present in the place of their tutor should they prefer.
- It's important to note that education sessions are designed to **allow the offender to learn and grow from their mistake**. There should be **no stigma and no shame** attached to the process. This is an important part of the UWC Atlantic experience.

## 2 Discipline

- Should the Designated Safeguarding Person deem a case severe, the Vice Principal - Student Life will be notified. At which point the Safeguarding Team will no longer be involved in the case. If the Vice Principal - Student Life deems the situation to be of sufficiently high concern that disciplinary measures should be considered, they may proceed to consider what actions to take. The inclusion of the Student Disciplinary Board in this case would be dependent on the level of concern, and the student's consent.
- **Discipline is a last resort** and only necessary for some severe cases.
- The criteria for severe cases are as follows:
  - Where there is intent to be discriminatory/offensive
  - Where the act causes significant harm to the affected party or other community members
  - Where physical violence is used or threatened within the context of discrimination.
  - Where the act may be deemed hate speech under UK law
  - Where the act may be deemed a hate crime under UK law

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- Where the offender has a history of discriminatory behaviour
- Where a case is of significant enough concern that the Vice Principal - Student Life deems it a severe case
- Any discipline for an offender will be decided and implemented in line with the Behaviour Policy.
- Severe cases where discipline is deemed necessary will be referred to Vice Principal- Student Life, Vice Principal Academics, and Principal
  - Lowest level of severe - VP - Student Life
  - Medium level severe - VP - Academics
  - Highest level of severe - Principal
- If a student is repeatedly reported under the system then that may speak to a trend and disciplinary action may be taken as a consequence.
- Each case is different and must be treated as such. The complete context of the case must be understood before a decision is made on the consequences.
- Reports will be recorded by the Designated Safeguarding Person using My Concern.
- A summary of the incident and procedures followed should only be placed on public iSams once the matter has been resolved
  - i.e. the offender has been educated on the issue and any necessary disciplinary procedures have been agreed upon.

#### 4. Policy Measurement and Reporting

The Student Anti Discrimination Policy is reviewed annually by the Education Committee of the Board and the Peace Council as part of the annual review cycle and as part of the whole College development plan. Part of this review process will consider to what extent the policy is being used as an active working document.

The policy is communicated to the school community electronically on **Every** and is available on the UWCA website.

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