



Stand Up Against Discrimination Statement

We are High Storrs. We are here to learn, succeed and thrive. We are respectful, safe and responsible. We are a school that stands against discrimination (unfair treatment) of any person or group on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We are respectful towards those who are different to us. We are always developing our curriculum and school life to celebrate diversity and we count diversity as something that contributes to the health and richness of our society.

Standing up against discrimination is everyone's responsibility. However, educators (e.g. teachers and those employed to help children learn and thrive) have a particular role in challenging behaviour that is discriminatory and inappropriate. Discriminatory behaviour should be challenged and raised with school leaders (*ie. Heads of House, Subject Leaders, members of the Senior Leadership Team*) so that it can be investigated and a consequence can be put in place. The consequences would become more significant where it is repeated or is particularly serious. We do not minimise discriminatory comments as 'banter' or accept repeated discrimination as 'part of growing up'.

Education plays a vital part in ensuring that we do not repeat the injustices of the past. For this reason, injustices such as the systematic eradication of a particular group (*e.g. the Rwandan genocide, the Holocaust*) or segregation based on race (*e.g. the British Empire*) is part of our curriculum. We believe that healthy criticism needs to be applied to history so that we view events from different perspectives (*e.g. being critical of effects of British colonialization*). We take account of the age of those students learning about this so that our education is age-appropriate.

Where differences of belief are discussed as part of curriculum or otherwise, it is important that this is appropriate and non-inflammatory.

Our policies and systems are built with the principles of this statement in mind. For example, our non-negotiables include a statement that **'discrimination is not acceptable in any form.'**

Written by members of the Y11 Student Council and members of the staff community, December 2020

This statement should be read in conjunction with our Equality Statement and annual action plan