



Craigavon Senior High School

Centre Guide to Managing Quality

Diversity Policy

Aim:

- To ensure that the principles of Community Relations – Equality, Respecting Diversity and Independence are placed at the heart of the centre's structures, systems and culture.
- To ensure commitment to supporting all members of staff and students to explore and celebrate diversity, promote tolerance and acceptance of different cultures and interests.
- To ensure all pupils, employees and stakeholders are treated with respect and dignity and will seek to provide a positive learning and working environment free from harassment, victimisation or discrimination.
- To create a positive, inclusive ethos where issues of good relations, stereotyping and discrimination can be discussed openly. This is closely linked to changing perceptions and attitudinal change.

In order to do this, the centre will:

Promote good relations/cultural diversity

Produce and maintain a policy on diversity

Raise awareness of good relations and culture diversity

Promote good relations and culture diversity

Ensure compliance with the policy



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Promote good relations/cultural diversity

Evidence

- ✓ *The overall responsibility for ensuring good promotion of public relations/cultural diversity lies with the Governing Body of the School*



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Produce and maintain a policy on diversity

Evidence

- ✓ *It will be the responsibility of the Quality Nominee to produce a Diversity policy for the BTEC programmes in line with the overall school policy on Diversity and Inclusion*
- ✓ *This policy will be review and monitored on a continuing basis*

Draft Summer 2017



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Raise awareness of good relations and culture diversity

Evidence

- ✓ *LIV's for each of the principal subject areas are responsible for ensuring that they provide appropriate induction sessions for all staff/students which include awareness raising and explanation of the key aspects of the overall school policy on diversity and social inclusion*
- ✓ *LIV's for each of the principal subject areas are asked to attend equality and diversity training organised by the school*
- ✓ *LIV's for each of the principal subject areas should set a good example*
- ✓ *LIV's should be alert to unacceptable language and behaviour and take appropriate action*



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Promote good relations and culture diversity

Evidence

All staff involved in the different BTEC programmes are:

- ✓ *Responsible for promoting good relations between colleagues and discourage offensive and/or discriminatory language/behaviour*
- ✓ *Carry out their duties in accordance with this policy and the overall school policy on diversity and social inclusion*
- ✓ *Challenge inappropriate behaviour, whenever it occurs by students, outside contractors and other members of staff*
- ✓ *Are aware of the need to promote an inclusive ethos particularly in the classroom, to enhance the quality of learning for all students*



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Ensure compliance with the policy

Evidence

All pupils are responsible for ensuring they:

- ✓ *Comply with the BTEC and whole school policy on diversity and social inclusion*
- ✓ *Contribute to a learning environment in which the dignity of every student is respected.
For example, avoid using language which may offend others*
- ✓ *Alert an appropriate member of staff to any incident of racial harassment or incidents of a sectarian nature to enable the school to deal with the matter*
- ✓ *Understand that it is unlawful to discriminate on the grounds of race, religion, gender, sexual orientation or disability and that disciplinary action will be taken against those involved in incidents of harassment, bullying or discrimination*



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Implementation

In order to implement this policy the staff involved in the BTEC programmes shall:

- ✓ *Communicate the policy to students*
- ✓ *Ensure all BTEC promotional literature promotes diversity and acceptance of different cultures/interests*
- ✓ *Ensure that all learners have equal access to the full range of support services within the BTEC programmes*



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Sports Wear and Associated Flags and Emblems

- ✓ *The staff in the BTEC programmes strives to promote a harmonious environment and educate people to the sensitivities of wearing clothing or display emblems which are deemed offensive. This is applicable to all staff, students and stakeholders involved in the BTEC programmes*
- ✓ *BTEC departments have taken the view that the wearing of any clothing or emblem which is deemed to have a 'sectarian significance' whether intended to or not should be viewed as unacceptable*
- ✓ *In this particular context of 'sectarian significance' the Equality Commission has highlighted Rangers and Celtic tops, bags etc, paramilitary regalia and inappropriate wearing of symbols as having sectarian overtones and, as such having a basis for being contentious. These will not be allowed to be worn in any teaching and learning environment associated with BTEC programmes*
- ✓ *Any individual wearing any item of clothing or displaying any emblem which is deemed to be offensive to other students and members of staff shall, in the first instance, be asked to remove , cover up or as a last resort, leave the class*
- ✓ *If an individual disagrees with the decision taken by members of staff in the BTEC programmes, he/she can make representation regarding the matter to members of the Senior Leadership Team of the school, who will investigate the matter fully*