



LANCING COLLEGE PREPARATORY SCHOOL AT WORTHING

Equal Opportunities Policy

Introduction

This policy applies to the whole school, including the EYFS.

Reviewed in September 2020, 2021 and 2022 by Heather Beeby and in 2023 by Francesca Milling

Reviewed and approved by parents in the Equality and Diversity Group on 08/06/2022

Next review due: September 2024

This policy should be read in conjunction with the:

Curriculum Policy

Positive Behaviour including Rewards and Sanctions and Exclusion Policy

The Anti-Bullying Policy

The EAL Policy

The SEND Policy

SENDA Policy

Responsibilities

The Head has overall responsibility for promoting equal opportunities throughout the school including in the EYFS. It is the responsibility of all adults to implement the Equal Opportunities Policy consistently throughout the school.

Equal Opportunities at Lancing Prep at Worthing

Promoting equal opportunities is fundamental to the aims and ethos of Lancing College schools. We welcome applications from prospective pupils from a diverse range of backgrounds as we believe that this enriches our community and is vital in preparing our pupils for today's world. We educate the individual, and aim to provide a safe, welcoming, tolerant, happy and supportive environment where each individual feels valued, in turn values others, and can flourish.

We are committed to equal treatment for all and actively support the Equality Act 2010 which states that it is against the law to discriminate against someone because of:

age

disability
gender reassignment
marriage and civil partnership
pregnancy and maternity
race
religion or belief
sex
sexual orientation

These are the protected characteristics.

Lancing College is a Christian foundation, and we believe that the educational experience is enriched if pupils are exposed to as wide a range of cultural experiences as possible.

Lancing Prep at Worthing welcomes all children who can make the most of the opportunities we offer and can flourish in the caring environment of the school. We welcome children with special educational needs and disabilities, providing that our Learning Support Department can provide them with the support they require and they can access the school site which provides some challenges for those with mobility difficulties. We refer parents to our SENDA Policy.

Lancing Prep at Worthing offers means tested bursaries to children joining Year 7 who are awarded scholarships in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. (Details of our provision for bursaries can be obtained from the Bursar's office).

Our **CODE OF CONDUCT** promotes respect and tolerance within our school community and we expect all children from Nursery to Year 8 to be kind.

The Head, the SLT, the teachers and teaching assistants, administrative staff and support staff all play an active role in monitoring the implementation of the policy on equal opportunities. Use is made of assemblies, Learn to Learn lessons, Eucharist services, PSHEE, REP, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the School community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Understand why and how we will deal with offensive language and behaviour.

- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our Positive Behaviour and Anti-Bullying Policies contain clear procedures for recognising and for countering discrimination.

In implementing our equal opportunities policy, we look to strong and positive support from parent and guardians, and their full acceptance and support of the school's ethos of tolerance and respect.

Celebration of Diversity

Opportunities are sought throughout the school for the celebration of diversity and difference e.g. through our Chinese Year celebrations; International Women's Day, Black History Month, Diwali, Eid, as well as for our Christian celebrations. Other opportunities can be sought through our support for various charities.

Requests for Variation of Provision (Faith, Diet, Dress)

Lancing College Prep at Worthing is a Christian foundation and a Eucharistic community, and its aims and ethos are shaped by this identity. Lancing anticipates that parents and pupils will be in sympathy with the aims and ethos of the College, but it does not select for entry on the basis of religious belief, and we welcome pupils of all faiths, and none. Alongside the expectation that all pupils attend whole-school Eucharist services, we support (as far as is practicable) those of other faiths in the observation of their own faiths.

Pupils with particular dietary requirements (whether for religious, cultural, health or other reasons) are individually catered for, and the Chef and his team are committed to ensuring that all dietary requirements are carefully and fully met. There are always a range of vegetarian options.

All pupils at Lancing College Prep at Worthing are required to wear a uniform. The Head will consider written requests from parents for variations in the uniform on grounds of any of the protected characteristics, that are consistent with the school's ethos and its policy on health and safety. We have adopted The Halo Code which means we champion the right of staff and students to embrace all Afro -hairstyles.

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