



Lancing Prep Worthing

A Lancing College Preparatory School

Equal Opportunities Policy

Introduction

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

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

Lancing Prep Worthing is committed to promoting equality, diversity and inclusion, and to ensuring that all members of the school community are treated fairly, with dignity and respect. We aim to provide an environment in which all individuals can thrive, free from discrimination, harassment or victimisation. This policy applies to pupils, staff, parents, governors, contractors and visitors to the school.

Responsibilities

The Head has overall responsibility for ensuring compliance with equality legislation and for promoting equal opportunities throughout the school, including the EYFS.

The Senior Leadership Team is responsible for monitoring the implementation of this policy and ensuring that it is embedded in all aspects of school life.

All staff are responsible for:

- Promoting equality and inclusion in their day-to-day practice
- Challenging discrimination and inappropriate behaviour
- Supporting pupils to understand and respect diversity

Governors (where applicable) provide oversight and ensure that the school fulfils its legal obligations.

Equal Opportunities at Lancing Prep 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 this enriches our community and prepares pupils for life in a diverse world.

We educate the individual and aim to provide a safe, welcoming, tolerant and supportive environment where each person feels valued, values others, and is able to flourish.

We are committed to equal treatment for all and fully support the Equality Act 2010. It is against the law to discriminate on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Implementing Equal Opportunities in Practice

The school promotes equality through:

- Ensuring fair and equal access to the curriculum
- Using inclusive teaching strategies that meet the needs of all learners
- Monitoring participation and achievement across groups of pupils
- Challenging stereotyping, bias and prejudice
- Promoting positive role models and diverse perspectives
- Making reasonable adjustments for pupils with disabilities
- Ensuring fair and inclusive recruitment and employment practices

Admissions and Access

Lancing Prep Worthing welcomes pupils who can benefit from the opportunities we offer and contribute positively to the life of the school. Admissions decisions are made in accordance with the school's Admissions Policy and are not based on protected characteristics.

We welcome pupils with special educational needs and disabilities and will make reasonable adjustments, where practicable, to enable access to the curriculum and school life. Further details are outlined in the SEND Policy.

Curriculum and School Life

The Head, Senior Leadership Team, teachers, teaching assistants and support staff all play an active role in promoting equality. Opportunities are embedded across the curriculum, assemblies and wider school life to:

- Promote respect, tolerance and kindness
- Encourage pupils to value diversity
- Foster open-mindedness and understanding of different cultures
- Develop awareness of equality issues

- Challenge discriminatory language and behaviour

Our Code of Conduct promotes respect and tolerance, and we expect all pupils to contribute positively to the school community.

Discrimination, Harassment and Victimisation

Harassment in all its forms is unlawful and unacceptable. Any form of discrimination, harassment or victimisation will be taken seriously and dealt with promptly in accordance with the school's Behaviour, Anti-Bullying and Safeguarding policies.

Celebration of Diversity

The school actively promotes and celebrates diversity through a range of activities and events, such as:

- Cultural and religious celebrations (e.g. Diwali, Eid, Christmas)
- Black History Month
- International Women's Day
- Charity work and community engagement

These experiences enrich pupils' understanding and appreciation of the world around them.

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

Lancing Prep Worthing is a Christian foundation and Eucharistic community. While pupils are expected to participate in key aspects of school life, we support, as far as practicable, those of other faiths in observing their own traditions.

Dietary requirements (religious, cultural or medical) are catered for wherever possible. All pupils are required to wear school uniform. The Head will consider written requests for variations on the grounds of protected characteristics, provided these are consistent with the school's ethos and health and safety requirements.

The school has adopted the Halo Code and supports the right of pupils and staff to wear natural hairstyles associated with their racial and cultural identity.

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