Equal Opportunities Policy

Lancing College



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1.1 Promoting equal opportunities is fundamental to the aims and ethos of Lancing College. We welcome applications from candidates from a diverse range of backgrounds. 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 a sense of belonging, feels valued, in turn values others, and can flourish.

1.2 Lancing College is committed to equal treatment regardless of race, religion or belief, sex, disability, sexual orientation, gender reassignment, pregnancy or maternity status, ethnicity or socio-economic background. The College fulfils its responsibilities under the Equality Act 2010 and does not unlawfully discriminate. Lancing College is a Christian foundation and one which welcomes pupils of all faiths or none - and we believe that the educational experience is enriched if pupils are exposed to as wide a range of cultural experiences as possible.

1.3 Lancing College is an academically selective school that welcomes all children who can make the most of the opportunities that we can offer and can flourish in the caring environment of the school. We welcome those 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, due to its historic nature, provides significant challenges for those with mobility difficulties. We refer parents to our Disability Access Policy.

1.4 Lancing College offers a range of bursaries, scholarships and awards 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). In addition to bursaries associated with the grant of an Award, the College has a Transformational Bursary programme for Lancing Foundationers, students from significantly disadvantaged backgrounds who would not otherwise be able to access the education that Lancing offers. Foundationers are generally identified through established relationships with a number of agencies, partnership organisations and state-maintained schools, and come from a wide variety of schools, both local and national. They receive extensive support and guidance during their time at the school and thereafter.

Lancing College is committed to the education of staff as well as pupils around issues of equality, diversity and inclusion. EDI training is regularly given to staff in teaching inset days at the start of the academic year and for teaching staff during the academic year.

2 Code of Conduct

2.1 The Head Master, the Senior Management Team, Housemasters and Housemistresses, the Chaplain, House Tutors and Medical staff play an active role in monitoring the implementation of Lancing College's policy on equal opportunities. Likewise all teaching staff in their close working with and regular supervision of groups of students have specific insights into group dynamics, with the ability to identify and act on conflict and to promote and manage debate and enable harmonious working and social relationships.

2.2 Use is made of Head Master's, House and Year Assemblies, Chapel services, debates, PSHE, RS, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the Lancing community.

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- 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.
- Recognise bias and understand how socio-historic factors influence perspectives.
- 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.

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

2.4 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.

2.5 There are Diversity and Inclusion Champions drawn from across all Houses and supported in their work by staff allies. They are active in driving the diversity and inclusion agenda from within the pupil body and ensuring the primacy of pupil voice.

2.6 An annual Attitudes and Behaviours survey taken by all pupils seeks to benchmark pupil understanding and response to equalities issues and thus to inform areas for focus.

3 Provision for Pupils with particular Religious, Dietary, Language or Cultural Needs

3.1 <u>English as an Additional Language</u>
In order to cope with the significant academic and social demands of Lancing College, pupils must be fluent English speakers on arrival at the school. Normally pupils will have been educated in the English medium for some years before coming to the school. There are timetabled EAL lessons for new entrants in the Sixth Form, and for those preparing for IELTS in addition to one-to-one EAL support lessons for those pupils who will most benefit from this.

3.1.2 Lancing College encourages all public and academic communication (unless in MFL settings) to be in English, for the better integration of all pupils and for community cohesion and a maximising of the educational opportunities offered by attendance at the College.

3.2 <u>The Celebration of Diversity</u>
Opportunities exist at School, House and Year Group level for the celebration of diversity and difference (e.g. through the Chinese Year celebration; through opportunities to participate in expeditions to Malawi, Nepal and elsewhere; through the fund-raising endeavours of the Charities' Term; through our Outreach provision; through the celebration of World Languages Day and our links with schools in Spain and Germany; through the work of the Pride group, which meets weekly, and the work of the pupil Equality and Diversity Champions.

3.2.1 The school undertakes an annual pupil survey of attitudes and behaviours; is responsive to its findings in the PSHE programme (both formal and in-House) and marks and celebrates Black History Month (October), LGBT History Month (February) and International Women's Day (March).

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3.2.2 The school educates pupils from nearly 40 different nationalities and pupils are encouraged and assisted to take formal qualifications (where practicable) in their native tongue (e.g. A' Levels in Russian German, Korean, Mandarin).

3.2.3 Saints' House (opened September 2018) is a mixed Day House enabling another model of community within the school where other Houses are particular to boys or girls.

3.2.4 The staff recruitment policy and the specific wording of recruitment details reflects the school's commitment to equality of opportunity and the celebration of diversity.

3.2.5 PSHE and staff inset and the school's anti-bullying policies have focused on the inclusion and support of those who identify as lesbian, gay or bisexual or uncertain in their sexual orientation and those who are identify as Trans or non-binary in their gender identity.

3.2.6 An audit of curriculum to ensure diversity and inclusivity is undertaken regularly; and is next scheduled formally in the Advent Term of 2026.

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

3.3.1 Lancing College 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 requirement that all pupils attend whole-school Chapel services, we support (as far as is practicable) those of other faiths in the observation of their own faiths. e.g. through the provision of a designated multi-faith prayer room for students of different faiths or assistance in the practical observation of Ramadan fasting for Muslim students.

3.3.2 Pupils with particular dietary requirements (whether for religious, cultural, health or other reasons) are individually catered for, and the Catering Manager and her staff are committed to ensuring that all dietary requirements are carefully and fully met. There are always a range of vegetarian and vegan options and a range of both hot and cold choices of meal available.

3.3.3 All Senior School pupils at Lancing College are required to wear a uniform and a strict "business dress" code operates for the Sixth Form. The Head Master will consider written requests from parents for variations in the uniform on religious, health, disability or pastoral grounds that are consistent with the school's ethos and its policy on health and safety.

Author:	HRD, Senior Deputy Head	January 2018
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