



LORD
WANDSWORTH
COLLEGE

EQUAL OPPORTUNITIES POLICY FOR PUPILS

Staff member responsible	Revision Date	Approved By	Approval Date	Reason
JJD	May 2017	SLT	4/5/17	New policy
JJD	October 2017	Governors	6/12/17	Reviewed and amended to reflect ISBA guidance
ACB	October 2018	SLT	8/11/18	Reviewed
ACB	October 2019	Governors	4/12/19	Reviewed and updated
ACB	November 2020	Governors	3/12/20	Reviewed
ACB/RSP	December 2021	Governors	2/2/22	Reviewed and updated
RSRP	November 2022	Governors	30/11/22	Reviewed and updated and Provision for Pupils With Particular Religious, Dietary, Language or Cultural Needs merged in

Equal Opportunities Policy (Pupils)

Contents

1.	INTRODUCTION	2
2.	ADMISSION	3
3.	EDUCATIONAL SERVICES	3
4.	RELIGIOUS BELIEF	4
5.	ENGLISH AS AN ADDITIONAL LANGUAGE	4
6.	REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM	4
7.	REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY	5
8.	DIETARY	5
9.	MONITORING AND REVIEW	5
10.	BREACH OF THIS POLICY	5
11.	COMPLAINTS	5

1. INTRODUCTION

1.1 Policy Statement

Promoting equal opportunities is fundamental to the aims and ethos of Lord Wandsworth College.

Lord Wandsworth College is committed to equal treatment for all pupils, regardless of an individual's age, race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

The aims of this policy and the College's ethos as a whole is to:

- Eliminate unlawful discrimination on the grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the College community
- Comply with the College's equality duties contained in the Equality Act 2010

All members of the College community are expected to comply with this policy.

All parents are expected to support the aims of this policy and the College's ethos of tolerance and respect.

In 2022 the Provision for Pupils With Particular Religious, Dietary, Language or Cultural Needs Policy was merged into this policy.

1.2 Linked Policies

- Accessibility Plan
- Admissions Policy
- Anti-bullying Policy
- Curriculum Policy
- Disability Policy
- EAL Policy
- Good Behaviour, Discipline, Rewards and Sanctions Policy

Equal Opportunities Policy (Pupils)

- Safeguarding and Child Protection Policy
- SEND Policy
- Teaching and Learning Policy
- Transgender Policy (Pupils)

2. ADMISSION

The College treats every application for admission in a fair and equal way in accordance with this policy and the Admissions Policy. Promoting equal opportunities is fundamental to the aims and ethos of Lord Wandsworth College. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Although an academically selective school, each application will be considered on its merits in accordance with the College's selection criteria. We believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Education Needs (SEN), learning difficulties, and disability.

Generous bursaries are offered in order to make it possible for as many as possible who meet the College's admission criteria to attend the College.

3. EDUCATIONAL SERVICES

The College affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The College will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The College will:

- Treat all members of the College community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils and staff
- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and Personal, Social, Health, Economic Education (PSHEE) to:
 - Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
 - Promote positive images and role models to avoid prejudice and raise awareness of related issues.

Equal Opportunities Policy (Pupils)

The College recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the College's Behaviour and Anti-bullying policies.

4. RELIGIOUS BELIEF

Lord Wandsworth College assemblies and other spiritual gatherings are in the Anglican tradition, but reflect wide faith interest and are welcoming to and supportive of those who have non-Anglican or no faith. All pupils are required to attend the College assemblies and other spiritual gatherings, as this is central to the culture of the College and one of the few times when the College meets as a community.

The College is inclusive and welcomes and respects the rights and freedoms of individuals from all religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the College community. Any pupil who requests to be excluded from any religious practices at Lord Wandsworth College may request an interview with the Headmaster to express their reasons for wishing to be excluded in this way. The Headmaster will make a fair and reasonable decision based on the evidence.

Where possible, the College will support pupils from other faiths who wish to attend a religious ceremony from another religion.

The governing body, through the senior leadership team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

5. ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the academic and social demands of Lord Wandsworth College pupils must be fluent English speakers. Tuition in English as an Additional Language (EAL) is provided and additional lessons can be arranged at the parent's expense.

The EAL Department is pro-active in caring for pupils' language and cultural needs.

The boarding houses celebrate the diversity of the international pupils through a range of inter-house and whole-school events, meals and celebrations. Wherever possible, pupils will be helped to plan activities which hold cultural importance for them, but also encouraged to share these cross-culturally.

Pupils may speak their own languages within the boarding houses in the evenings, but are made aware of the importance of being sensitive to others when doing this, as well as being encouraged to speak English during the day and in lessons.

6. REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Lord Wandsworth College welcomes pupils of all faiths and offers the opportunity for Jews, Hindus, Muslims etc to practice their own faiths. However, parents should be aware that all pupils at Lord Wandsworth College need to adhere to the uniform policy. The Headmaster will consider written requests from parents for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the College's policy on health and safety and it is reasonable in all the circumstances including in light of the College's obligations under the Equality Act 2010.

Equal Opportunities Policy (Pupils)

The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

7. REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

The College has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils.

Where the College is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the College is able to make to avoid their child being put at a substantial disadvantage. The College will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the College. Further information on the College's reasonable adjustments duty can be found in the College's SEN and Disability Policy.

The College has an Accessibility Plan in place which can be found on the VLE and a hard copy can be obtained from Reception. This sets out the College's plan to increase the extent to which disabled pupils can participate in the College's curriculum; improve the physical environment of the College for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the College; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

Lord Wandsworth College is a socially inclusive, non-denominational boarding and day school for boys and girls. As a school set up to support Foundation pupils, it reflects the range of differences that exist within society. Such differences provide a range of experiences, exchanges and learning for all concerned.

8. DIETARY

The College offers a broad range of options, including a comprehensive vegetarian option at all meals.

Where possible and practical, other sensible dietary needs (such as those following a gluten- or casein-free diet) will be accommodated, as long as this has parental approval.

9. MONITORING AND REVIEW

This policy is regularly reviewed by a member of the SLT and its effectiveness assessed.

10. BREACH OF THIS POLICY

Pupils who are in breach of this policy may be sanctioned in accordance with the College's Good Behaviour, Discipline, Rewards and Sanctions (Including Exclusions) Policy.

11. COMPLAINTS

We hope that parents and pupils do not have any complaints about the operation of our equal opportunities policy; but copies of the College's complaints procedure are available on the VLE and are available from Reception.