



LORD  
WANDSWORTH  
COLLEGE

# EQUAL OPPORTUNITIES POLICY FOR PUPILS

## Equal Opportunities Policy (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
ALC	November 2024	Governors	27/11/2024	Reviewed and updated in line with ISBA guidance
ALC	January 2025	Governors	27/01/2026	Reviewed and minor updates to reflect KCSIE 2025.

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## 1. INTRODUCTION

### 1.1 Policy Statement

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

The College recognises the benefits of having a diverse Community, with individuals who value one another, and the different contributions everyone can make. Pupils will be taught to value and respect others. The College is committed to equal opportunities and is committed to equal treatment for all pupils, regardless of race, sex, disability, religion or belief, pregnancy or maternity, sexual orientation or gender reassignment ("protected characteristics").

#### Aims

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

- Communicate the College's commitment to the promotion of equal opportunities for its pupils.
- Eliminate unlawful discrimination on grounds of any of the protected characteristics.
- Promote equal treatment for all members of the College community.
- Create and maintain an open and supportive environment, free from discrimination.
- Foster mutual tolerance and positive attitudes so that everyone can feel valued within the College.
- Comply with the College's equality duties contained in the Equality Act 2010.
- Remove or help to overcome barriers for pupils where they already exist.
- Enforce that all discrimination on the grounds of a protected characteristic is unacceptable and will not be tolerated.

All members of the College community are expected to comply with this policy and treat others with dignity at all times.

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

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Staff at the College, particularly those working at a management level, have a specific responsibility to set an appropriate standard of behaviour, to lead by example and to promote the aims and objectives of the College with regard to equal opportunities.

The College recognises the important intersection between equality duties and safeguarding responsibilities. Staff are trained to understand that:

- Pupils with certain protected characteristics may face particular safeguarding vulnerabilities or experience specific forms of discrimination or abuse.
- All safeguarding interventions must respect pupils' rights to dignity, privacy, and non-discrimination as set out in the Equality Act 2010 and Human Rights Act 1998.
- Protective measures must be proportionate, necessary, and applied without unlawful discrimination.

The College's safeguarding practice has regard to the guidance in Keeping Children Safe in Education (2025) on the safeguarding implications of human rights and equality legislation.

## 1.2 Regulatory Framework

### Regulatory framework

This policy has been prepared to meet the College's obligations under the:

- Equality Act 2010
- Children and Families Act 2014
- Education (Independent School Standards) Regulations 2014.

This policy has regard to the following statutory guidance and advice:

- Equality Act 2010 explanatory notes
- Equality and Human Rights Commission Technical Guidance for Schools in England (2023)
- Working Together to Safeguard Children (December 2023)
- Keeping Children Safe in Education 2025

This policy should be read in conjunction with the following:

- Accessibility Plan
- Admissions Policy
- Anti-bullying Policy
- Curriculum Policy
- EAL Policy
- Good Behaviour, Discipline, Rewards and Sanctions Policy
- Safeguarding and Child Protection Policy
- Special Educational Needs and Disability Policy
- Teaching and Learning Policy
- Transgender Policy (Pupils)

## 2. ADMISSION

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The College treats every application for admission in a fair, open-minded and equal way in accordance with this policy and the College's Admissions Policy. Although an academically selective College, each application will be considered on its merits in accordance with the College's selection criteria based on an applicant's ability and aptitude. The College's aim is to encourage applications from prospective pupils with as diverse a range of background as possible. The College is committed to equal treatment for all and as such accepts applications from, and admits, all prospective pupils irrespective of their sex, disability, gender reassignment, sexual orientation, pregnancy and maternity, race, ethnicity, religion or belief (or lack of religion or belief)], social background or special educational needs ("SEN").

The College does not unlawfully discriminate in any way regarding entry. The College welcomes pupils with disabilities and/or special education needs, provided we can offer them any support that they require, cater for any additional needs and that our site can accommodate them. Parents must inform the College when submitting the Registration Form of any disabilities and/or special education needs which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the College so that we can consider what reasonable adjustments may be necessary to ensure that the child is not placed at a substantial disadvantage compared to other children. The College will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the College feels that they cannot adequately cater or meet their needs, that the prospective pupil is not going to be able to meaningfully access the education offered, or that their health and safety, or those of other pupils or staff, may be put at risk.

Bursaries are means tested awards offered to those who meet the College's admission criteria but may otherwise be unable to attend the College due to financial hardship.

## 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 pupils 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 and unacceptable discriminatory behaviour by pupils and staff.
- Encourage pupils to work and play freely and have respect for all other pupils irrespective of any protected characteristic.

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- 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 College.
- Ensure that it reviews, monitors, and evaluates the effectiveness of inclusive policies and practices.
- Use inclusive and respectful language that recognises and values neurodiversity and avoids terminology that may stigmatise or diminish any pupil.
- Use the curriculum, PSHEE and pastoral structures to:
  - o Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
  - o Promote positive images and role models to avoid prejudice and raise awareness of related issues.
  - o Encourage pupils to question and challenge assumptions and stereotypes in order to better understand discriminatory behaviours and bias.
  - o Educate pupils about online safety, including how to recognise and respond to misinformation, disinformation, hate speech, and discriminatory content online.

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 (including cyberbullying) is unacceptable and will be dealt with in accordance with the College's Behaviour and Anti-Bullying policies. The College's Behaviour and Anti-Bullying policies make clear the seriousness of bullying, victimisation and harassment and that appropriate sanctions will be applied to any pupil who displays inappropriate behaviour.

## 4. RELIGIOUS BELIEF

Although the College's assemblies and other spiritual gatherings are in the Anglican tradition, the College is inclusive and welcomes and respects the rights and freedoms of individuals from other 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.

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. REQUESTS FOR VARIATION IN UNIFORM

All pupils] are required to wear a uniform until 5<sup>th</sup> form, and a "business dress" code operates for Sixth form pupils. Pupils will be given the choice of approved items of uniform (including sports kit). The Head will consider requests from parents and pupils for variations to 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 that such request/s are reasonable in all the circumstances including in light of the College's obligations under the Equality Act 2010.

The College's policy on transgender pupils is available on the website.

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Where there is uncertainty as to whether an item may be worn, parents are encouraged to discuss the matter with the Head, in advance.

## 6. REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

The College is committed to treating all pupils fairly and, in light of the College's obligations under the Equality Act 2010, the College will seek to ensure that pupils are not put at a substantial disadvantage by comparison with pupils who are not disabled. As such, the College has an ongoing duty to make reasonable adjustments for pupils with a disability which includes:

1. making reasonable adjustments to our policies, criteria and practices (i.e. the way the College does things); and
2. providing auxiliary aids and services (i.e. provision of additional support or assistance).

Where the College is required to consider its reasonable adjustments duty, it will consult with parents and, where appropriate, the pupil, Head of Curriculum Support, and (with the parents' consent) any appropriate third party, which may include for example, a medical practitioner or educational psychologist. The College will discuss what reasonable adjustments, if any, the College is able to make to avoid their child being put at a substantial disadvantage in comparison to other pupils. 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 SEN and Disability Policy.

The College is not required to remove or alter physical features to comply with the duty to make reasonable adjustments for disabled pupils or prospective pupils. Similarly, the College is not required to provide auxiliary aids for personal purposes unconnected with its provision of education and services.

The College has an Accessibility Plan in place which can be found on the College website and a hard copy can be made available upon request. This sets out the College's plan to increase the extent to which disabled pupils can participate in the 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 of information to disabled pupils which is readily accessible to pupils who are not disabled.

## 7. MONITORING AND REVIEW

The SLT regularly monitors and reviews the effectiveness of this policy and reports to the governors annually on the policy's effectiveness in practice.

## 8. 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 Policy.

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If you believe that a pupil has received less favourable treatment as a result of a protected characteristic, or if you feel that this policy has been breached in any way to a pupil's detriment you are encouraged to raise the matter through the College's complaints procedure (available through the website).