



LEWES OLD GRAMMAR SCHOOL

Equal Opportunities Policy

EQUAL OPPORTUNITIES POLICY

Promoting equal opportunities is fundamental to the aims and ethos of Lewes Old Grammar School. 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.

Lewes Old Grammar School is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are an academically selective school yet 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 (SEND), learning difficulties, and disability.

Bursaries may be offered 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 found on our website or obtained from the Operation Manager's office.

The Equal Opportunities Coordinator for the Foundation is Mrs V Bradford

The Equal Opportunities Coordinator for the Junior School is Ms Z Rye

The Equal Opportunities Coordinator for the Senior School is Ms Z Rye

CODE OF CONDUCT

The Headmaster, the senior management team, pastoral staff, and administration staff play an active role in monitoring the implementation of Lewes Old Grammar School's policy on equal opportunities. Use is made of assemblies, PSHE, RE, Drama, English, British Values 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. Bias should be recognised.
- 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 behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination.

A successful equal opportunities policy requires strong and positive support from parent and guardians, and full acceptance of the school's ethos of tolerance and respect. To ensure this a contract is signed by the parents and pupils that states that the code of conduct and school rules (that promotes and supports our equal opportunities policy) will be adhered to.

MONITORING

Lewes Old Grammar School monitors its equal opportunities policy regularly and reports to the Trustees annually in order to ensure its effectiveness. As part of that process, we will invite all parents of candidates for our entrance exams, together with all parents who accept places at the school for their child to complete an anonymous ethnic monitoring form. The form uses the same ethnic categories as the Government uses in the national census. When the completed forms arrive at the school, they will be separated from any other material that might identify the individual child. The data is logged onto a computer spread sheet by year of both entrance examination and entry. The individual forms will then be shredded.

Under no circumstances would we link our ethnic monitoring data with our pupil records.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the academic and social demands of Lewes Old Grammar School, pupils should ideally be fluent English speakers. For exceptions, see the School's English As a second Language, (EAL) Policy.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Lewes Old Grammar School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for Jews, Hindus, Muslims etc to practice their own faiths. However, parents should be aware that all pupils at Lewes Old Grammar School are required to wear a uniform until Year 11, and that a strict "business dress" code operates for Years 12 and 13. The Headmaster will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy, but copies of the school's complaints procedure can be sent to you on request.

Recommended review period: Annual
Review by: HR and Compliance Manager, Bursar, Head
Date reviewed: February 2016
Date to be reviewed February 2017