

Earlscliffe (Sussex Summer Schools Ltd)

EQUAL OPPORTUNITIES FOR STUDENTS POLICY

Promoting equal opportunities is fundamental to the aims and ethos of our school. We welcome applications from candidates of diverse backgrounds. This diversity 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.

Our school is committed to equal treatment for all, regardless of an individual's sex, race, colour, ethnic origin, nationality, religious or philosophical belief, sexual orientation, disability, age, learning difficulty, body image or social background. While we are an academically selective school, we recognise the importance of all pupils being able to learn effectively within the learning spectrum of our school, including those with disabilities.

Scholarships are 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 scholarships can be obtained by contacting James Harding, jamesharding@earlscliffe.co.uk).

Code of Conduct

All staff play an active role in monitoring the implementation of our school's policy on equal opportunities.

Use is made of weekly Forums, Group Tutors, PSHE, SCS and other formal lessons to:

- Promote tolerance of each other and respect for each other's position within our 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, and to recognise also bias and prejudice
- Understand why and how we shall 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 Policy* and *Anti-Bullying Policy* contain clear procedures for dealing with unlawful discrimination. All staff are made aware of the school's desire to see its employees and students promote equal opportunities in every sphere of college life. (See *Equal Opportunities for Staff*). A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

Monitoring

Our school monitors its equal opportunities policy annually in order to ensure its effectiveness.

English as an Additional Language

Normally pupils should have been educated in the English medium for at least one year before coming to the school to study A Levels. Tuition in English as an Additional Language (EAL) is offered within the ITY course and is arranged for A Level students as IELTS classes.

Religion

Pupils are helped to develop an understanding of their own faith and language(s) within the international setting of the school. Feast days, fasting and times for prayer are respected, and pupils are helped to integrate particular faith needs within the context of their school routines. Faith backgrounds and cultural backgrounds are recognised as important aspects of pupil identity and acknowledged and honoured accordingly.

Complaints

We hope that any query arising under this Policy may be resolved informally. If you have any complaint about the operation of our *Equal Opportunities Policy*, or wish to raise a matter formally, please refer to the School's *Complaints Procedures*.