



# LAMBROOK

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NURTURING  
POTENTIAL  
SINCE 1860

## Equal Opportunities

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This document applies to all parts of Lambrook School including the Early Years Foundation Stage.

September 2022

Review Date: September 2023

## **EQUAL OPPORTUNITIES POLICY**

Promoting equal opportunities is fundamental to the aims and ethos of Lambrook 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.

Lambrook School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. 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 also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN) and Learning Difficulties, Accessibility Plan, Disability Policy (SEN-LDD Policy) and our Admissions Policy.

Lambrook is opposed to all forms of unlawful and unfair discrimination. All pupils, staff and job applicants will be treated fairly.

Decisions about recruitment and selection, promotion, training or any other matter will be made objectively and fairly.

### **CODE OF CONDUCT**

The Headmaster, the Senior Leadership Team, Human Resources staff, pastoral staff, House Masters/Mistresses and the Medical staff play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of Assemblies, PSHCE (Wellbeing), RS, Drama, English 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 discrimination. Teaching and medical staff attend regular INSET sessions on the subject.

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.

We will:

- Meet the needs of all children, in accordance with their stage of development, and liaise with parents to ensure that the children's records contain information enabling us to provide appropriate care.
- We will treat all parents and children fairly and with equal concern.
- We will give all children an equal opportunity to develop their full potential.
- We will promote all children's self-esteem and enhance their feelings of self-confidence.
- We will ensure that all children have equal access to a range of activities and do not exclude any child from taking part.
- We will use play and extra-curricular activities to celebrate children's different backgrounds, race and culture.

### CURRICULUM

All children will be respected and their individuality and potential recognised, valued and nurtured. Our EYFS and PSHCE curriculum aims to encourage children to develop positive attitudes to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We will do this by;

- Making children feel valued and good about themselves.
- Ensuring that children have equal access to learning.
- Reflecting the widest possible range of resources.
- Avoiding stereotypes or derogatory images in the selection of materials.
- Creating an environment of mutual respect and tolerance.
- Helping children to understand discriminatory behaviour and language are unacceptable.
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities.
- Ensuring that children, whose first language is not English, have full access to the curriculum and are supported in their learning.

## **MONITORING**

Lambrook School monitors its Equal Opportunities Policy regularly and reports to the Governors in order to ensure its effectiveness. The data is logged onto a computer spreadsheet by year of both entrance examination and entry. The individual forms are then shredded.

## **ENGLISH AS AN ADDITIONAL LANGUAGE**

We value cultural and language contributions from families, who have a home language other than English.

Upon entry to the Prep School, in order to cope with the high academic and social demands of Lambrook School, pupils must normally be fluent English speakers and should have been educated in the English medium before coming to the school. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

Some children, on entry to EYFS, have little or no English. We believe that EAL children will begin to learn English when they are secure and confident in their own language.

We encourage children to play, using their home language and we will seek help from the Early Years EAL Support Team at Bracknell Forest Children's Services and our own LDC EAL specialists. They will provide the Nursery with phonetic language sheets for key words and phrases, as well as one-to-one support for the child, in their home language, for the Settling-In period. This time can be extended if it is considered that the child needs extra support.

Once the child is happy and settled, and is confidently using his/her own language in their play, they may begin to respond to and speak some English. It may be considered beneficial for him/her to join an EAL Communication Group 'Chatterboxes', once or twice a week, with children from the Early Years and the Pre Prep. These Groups are led by teachers from the school's Learning Development Centre. The aim of the group is to help the children become more secure and confident in their English. (SEE EAL POLICY)

### Parents of children with EAL

Sometimes it is difficult to convey information to parents with little understanding of English. The Nursery will always try and convey information in different ways – written, visual and verbal, and try to obtain confirmation of the parent's understanding.

In some cases, where understanding is limited, the child's one to one support from the EAL Support Services can provide the Nursery with simple translations. (See the EYFS Policy for our Policy on working in partnership with parents)

### VALUING DIVERSITY IN FAMILIES

- We welcome the diversity of family life and work with all families.
- We encourage children and parents to contribute stories from their everyday life to EYFS.
- We encourage parents and carers to take part in the life of the EYFS and to contribute fully. (SEE POLICY ON WORKING IN PARTNERSHIP WITH PARENTS)

### **REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM**

Although the school has a Christian ethos, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for all religions to practice their own faiths. However, parents should be aware that all pupils at Lambrook School are required to wear a uniform. 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.

### FOOD

We work in partnership with parents to ensure that the medical, cultural and dietary needs of individual children are met. See our 'Provision for day and boarding pupils with particular religious, dietary, language or cultural needs'

### **RELIGIOUS SERVICES**

At Lambrook School we ask children to attend one Chapel Service each week as part of the school ethos. Any pupil or parent who does not wish their son/daughter to attend a service should discuss the matter with the Headmaster and an alternative arrangement can be made. Lambrook School believes in tolerance and respect for all religious faiths.

### **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.