

## ***4.6 Equal Opportunities Policy***

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

Sussex House 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 are an academically selective school and 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 Learning Support, and Disability Policy.

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

### ***4.6.1 Code of Conduct***

The Headmaster, the Senior Management Team and all teaching staff play an active role in monitoring the implementation of Sussex House's policy on equal opportunities. Use is made of Assemblies, RE/RS, RSHE, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the Sussex House 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 unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training. Staff attend 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.

### ***4.6.2 English as an Additional Language***

A competent level of English fluency is expected for a boy to pass the Entrance Test and to subsequently access the curriculum, but it is taken into account if English is not his first language. Where necessary, pupils at Sussex House with English as an additional language will be given suitable extra tuition.