

Equal Opportunities Policy

Promoting equal opportunities is fundamental to the aims and ethos of The Ladies' College. As a girls' school we are proud of our history as pioneers in the movement for women's education and we continue to combat prejudice where it exists. We welcome applications from students with a diverse range of backgrounds. This enriches our community and is vital in preparing our students for today's world. We concentrate on educating the individual, providing a comfortable and welcoming atmosphere where each student feels valued and can flourish.

The Ladies' College is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, or social background. We are, however, an academically selective school.

No distinction is made by the College between the education provision for fee payers and Special Place Holders, although some services provided by the States' Education Department are only available to Special Place Holders.

The College's articles of foundation (non-denominational) make explicit our obligation to provide opportunities for collective worship to all students. This is done on a broadly Christian basis. The right of parents to request that their daughter be excused from this collective worship is also safeguarded (1962 Ordinance: Section 18).

Supporting diversity

The Principal, the Senior Management team, Registrar, teaching and pastoral staff play an active role in monitoring the implementation of the College's inclusive policy on equal opportunities. Use is made of assemblies, PSHE, RS, Drama, English, Art, Music and other lessons to:

- Promote tolerance of one another and respect for each other's position within the College community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage students to recognise the contributions made by different cultures and faiths.
- Teach girls to recognise where bias exists.
- Understand why and how we deal with offensive language and behaviour.

Harassment in all its forms is unacceptable. Our Anti-Bullying and Expectations and Sanctions policies contain clear procedures for dealing with any incidences which may arise.

A successful equal opportunities policy also requires strong and positive support from parents and full acceptance of the College's ethos of tolerance and respect for others.

We aim to work with individual students to ensure that they are comfortable and feel no sense of discrimination.