

Equal Opportunities

The Ladies' College is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, or social background. It is important to note, however, that we are a single-sex selective school.

All members of our community have the right to be treated with dignity and respect and our behavioural expectations for students and disciplinary policies for staff underpin this expectation.

In Education:

The Principal, the Senior Leadership 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, Philosophy, Ethics and Beliefs, 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.

Dignity at Work policy

The College is committed to providing a safe, inclusive, healthy and productive environment, free from discrimination, harassment, bullying, victimisation and any behaviour that makes people feel excluded, offended, humiliated or intimidated.

The College has a zero-tolerance approach to discrimination on the grounds of age, race, disability, sex, sexual orientation, gender identity, gender expression, religion or belief, marriage or civil partnership or pregnancy and maternity. Harassment, victimisation, bullying and similar types of behaviour will not be tolerated, will be addressed, and dealt with appropriately and may also be a criminal offence.

We all have a duty to discourage and prevent any activity that is of concern. This applies to all those who attend or work at the College, including social events, trips and virtually. We will take all reasonable steps to protect individuals from personal abuse, threats or violence and are committed to tackling incidents of inappropriate behaviour quickly and decisively.

This policy does not form part of the contract or statement of terms and conditions of employment and it may be amended from time to time.