



## Loyola Preparatory School and EYFS Equal Opportunities Policy

Promoting equal opportunities is fundamental to the aims and ethos of Loyola Preparatory School and EYFS. 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.

Loyola Preparatory School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, disability, learning difficulty, body image or social background. We are an academic school for boys which specialises in preparation for 11+ entrance but 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 Disability Accessibility.

Parents of boys from low income families are invited to apply for an assessment to be made of eligibility for discounting of fees through bursaries. As the charitable aim of the school Trust Deed is the advancement of the Roman Catholic Faith particular consideration will be given to practising members of that faith.

### CODE OF CONDUCT

The Headmaster, the Senior Management Team, form teachers, academic and support staff play an active role in monitoring the implementation of Loyola Preparatory School's policy on equal opportunities. Use is made of Masses, Assemblies, PSHE, R.E, Drama, English and other lessons to:

- 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.

- Promote tolerance of each other and respect for each other's position within the school community.

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination.

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.

### **MONITORING**

Loyola Preparatory School monitors its equal opportunities policy regularly and reports to the Governors in order to ensure its effectiveness. As part of that process, we invite all parents of candidates for entrance, together with all parents who accept places at the school for their child to complete an ethnic monitoring form. The form uses the same ethnic categories as the Government uses in the national census. The information on these forms is used collectively when reporting back to the DfE during the annual census.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

### **ENGLISH AS AN ADDITIONAL LANGUAGE**

In order to cope with the high academic and social demands of Loyola Preparatory School, pupils should be fluent English speakers. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

### **THE RELIGIOUS STATUS OF THE SCHOOL**

As Loyola is a Roman Catholic School, our admissions criteria gives precedence to pupils who are practising members of the Roman Catholic religion. However, we welcome pupils of all faiths and offer opportunities in both the R.E. programme and through our celebration of individual pupil attributes, to widen appreciation and understanding of other denominations and creeds. Parents should be aware that all pupils at Loyola Prep 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.

### **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 and is available on the school website.

Reviewed March 2017

