



**Kings Langley School**

Unlocking Potential for Life

# Entitlement Statement



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## Character Development: Commitment to Equality and Diversity

This school is founded on a set of fundamental values designed to enable all students and adults connected with our community to flourish and succeed, regardless of background or circumstances. We are determined to be open to people, places, methods and ideas—and as such, equality and diversity are at the heart of everything we do. Our continued dedication to social justice and equality of opportunity is embodied in everything we do.

We are creating an **inclusive** school community where:

- People are treated with dignity and respect
- Inequalities are challenged
- We anticipate, and respond positively to, different needs and circumstances so that everyone can achieve their potential
- We value diversity and we recognise that different people bring different perspectives, ideas, knowledge and culture, and that this difference brings great strength.
- We believe that discrimination or exclusion based on individual characteristics and circumstances, such as age; disability; caring or dependency responsibilities; gender or gender identity; marriage and civil partnership status; political opinion; pregnancy and maternity; race, colour, caste, nationality, ethnic or national origin; religion or belief; sexual orientation; socio-economic background; trade union membership status or other distinctions, represents a waste of talent and a denial of opportunity for self-fulfilment.
- We recognise that patterns of under achievement at any level and differences in outcomes can be challenged through positive intervention activities designed to bridge gaps.
- We respect the rights of individuals, including the right to hold different views and beliefs. We will not allow these differences to be manifested in a way that is hostile or degrading to others.
- We expect commitment and involvement from all our staff, students, partners and providers of goods and services in working towards the achievement of our vision.

## Guidelines

As a student at Kings Langley School, you are entitled to Careers Education and Guidance which is:

- Personalised support, centred on you and your needs.
- Independent, impartial and up to date advice which promotes your best interest.
- Information to support RPA (Raising Participation Age - young people are to continue in education or training until at least the end of the school year in which they turn 17. By 2015 they will need to continue until age 18).
- Students are given the opportunity, provision and support needed to learn and participate after age 16. Supported by a full range of information on all your options, and on other key issues that impact on your ability to develop and progress.
- Easy for you to access in the PSHE & Wellbeing office, Youth Connexions Resource Area situated in the main library, in the 6<sup>th</sup> form Private Study area and in the Youth Connexions Office (located in the Student & Family Services Office).



- Supported by Personal Advisers from the Hertfordshire Youth Connexions team who can be contacted via the Youth Connexions liaison personnel in the Student & Family Services office.
- An effective programme linked to Personal, Social and Health Education ('PSHE'), which includes Careers Education & Guidance, Work Related Learning, Enterprise Education and Financial Capability. Aimed at providing a structured introduction to the world of work and to new opportunities. Ensuring you have up to date careers guidance and information on the full range of options available for education and training at Post 16 and Post 18 and includes:
  - Visits and talks from local colleges, Universities and various business sectors.
  - Opportunity to take part in Employability Skills Workshops, University Summer School programmes and taster days.
  - To have access to local and national employers and the employment opportunities that may exist, including School Leaver programmes and Apprenticeships.

This programme together with other Work-Related Learning activities will help you to develop the knowledge, understanding and skills to plan and manage your own career path, and make well informed decisions. To challenge all stereotypical views and to recognise equality of opportunity. To raise your aspirations for further learning and work. To help you become responsible citizens able to make a positive and informed contribution to society.

For further information, please contact:  
IAG Administrator  
PSHE & Wellbeing Office

