



## **EQUAL OPPORTUNITIES - STUDENTS**

Promoting equal opportunities is fundamental to the aims and ethos of the College. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our students 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.

The College 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 college and we believe that the educational experiences can only be enriched if students are exposed to as a wide range of cultural experiences as possible whilst they are developing.

We also welcome applications from students with special needs and disabilities, and refer parents to our policies covering Special Education Needs and Learning Difficulties and Disability Policy.

### **CODE OF CONDUCT**

The Principal and Leadership Team play an active role in monitoring the implementation of the College's policy on equal opportunities. Use is made of assemblies, PSHE and other lessons to:

- Promote tolerance of each other and respect for different cultures and faiths 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. 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 is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. All our staff experience anti-discrimination training. Teaching and support staff attend regular INSET sessions on the subject.

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

## **MONITORING**

The College monitors its equal opportunities policy regularly and reports to the Chairman of Governors annually in order to ensure its effectiveness. As part of that process, we invite all parents of candidates for our entrance exams, together with all parents who accept places at the college for their child to complete an ethnic monitoring form.

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 academic and social demands of the College, students should be fluent English speakers. Normally students should have been educated in the English medium before coming to the college. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

## **COMPLAINTS**

We hope that parents and students do not have any complaints about the operation of our equal opportunities policy but copies of the College's Complaints Procedure are available on request.

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