Equal Opportunities Policy

Responsibility

Individual: Director of Finance

Review

Last review date: September 2013
Next review date: September 2016
EQUAL OPPORTUNITIES POLICY

Promoting equal opportunities is fundamental to the aims and ethos of King’s Schools Taunton Ltd (King’s College, Taunton and King’s Hall School – “the School”). 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.

The School 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 school and 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), Learning Difficulties, Disability and Accessibility.

Means-tested financial assistance is offered in order to make it possible for as many as possible who meet the School’s admission criteria to attend the school. Details of our provision for bursarial assistance can be found on our web site or obtained from the Finance Office.

CODE OF CONDUCT

The Headmasters, the Senior Management Teams, Housemasters/Housemistresses, the Chaplain and the Medical staff play an active role in monitoring the implementation of the School’s policy on equal opportunities. Use is made of Assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other’s position within the School community.
- 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.

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 parents and guardians, and full acceptance of the school’s ethos of tolerance and respect.
MONITORING

The School monitors its equal opportunities policy regularly and reports to the School Council annually in order to ensure its effectiveness. As part of that process, we invite all parents of prospective pupils to indicate during the registration process the ethnic category applicable to their child.

ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the academic and social demands of the School, pupils must reach a certain standard before joining the School.

For King’s College, these are:

- For 3rd and 4th form entry ability should exceed low intermediate (IELTS 4/5).
- For 6th form entry ability should be at a high intermediate competent user level, preferably at proficiency level - IELTS 6.

Tuition in English as an Additional Language (EAL) can be arranged at the parent’s expense.

For King’s Hall, these are:

- Have a level of understanding that enables them to:
  - follow lessons taught in English
  - socialise, settle and make friends amongst the English-speaking pupils

Tuition in English as an Additional Language (EAL) is included in the Overseas Fee.

COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy. If you do, copies of the School’s complaints procedure can be found on our web site or sent to you on request.