



King's Schools

TAUNTON

Equal Opportunities Policy

(This policy is applicable to all pupils, including those in the EYFS)

Responsibility

Individual: Director of Finance and Operations

Review

Last review date: April 2017

Next review date: January 2021 (awaiting guidance from Solicitors)

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

- gender,
- race,
- disability (including SEN),
- religion or belief,
- sexual orientation,
- gender reassignment,
- pregnancy or maternity,
- cultural and linguistic background .

(Protected characteristics: The Equality Act 2010 and DfE advice to schools February 2013).

We believe that the educational experience we provide can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We provide for children with particular religions, dietary, language or cultural needs. Provision is covered in other relevant policies.

We welcome applications from pupils with special needs and disabilities. The School has due regard to the Equal Opportunities Act 2010 and the Education Act 1996 as regards its definition of disability. The School does not treat disabled children less favourably and takes reasonable steps to avoid putting disabled children at a substantial disadvantage in matter of admission and education.

This policy should be read in conjunction with our Accessibility and SEN/LDD Policies. The policies include information on how the individual needs of all children (including EYFS) are met, how they will be valued and supported and how reasonable adjustments will be made for them.

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. Our provision encourages members of our community to value and respect others. 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.

Inappropriate attitudes and practices in relation to the protected categories are challenged and logged. All such incidents are reported to the Headmaster and appropriate action is taken. Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. Such instances not only trigger disciplinary action, they also initiate changes to our practice, for example, PSHE curriculum changes and visits by external speakers. Trends or repeated instances are monitored by SMT and adjustments are made when required: the impact of these adjustments is then reviewed.

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 has arrangements for reviewing, monitoring and evaluating the effectiveness of inclusive practices that promote and value diversity and difference. The School monitors its Equal Opportunities Policy regularly and reports to the School Council 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

This should be read in conjunction with the School's EAL policy.

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.