



## Cheltenham College Equal Opportunities Policy

### Introduction

Promoting equal opportunities is fundamental to the aims and ethos of the College. It welcomes applications from pupils with as diverse a range of backgrounds as possible: this enriches the community and is vital in preparing pupils for today's world. The College concentrates 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 gender, race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. It is an academically selective school and believes 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. This policy applies to all pupils including those in EYFS.

The College also welcomes applications from pupils, including EYFS, with special needs and disabilities, and has a dedicated Learning Support department in both the Junior and Senior Schools. Learning Support and Disability Policies are available on the College website or upon request.

Bursaries are available in order to make it possible for as many as possible who meet the admission criteria to attend the College. The Bursaries Policy can be found on the College's websites.

### Code of Conduct

The Headmaster, Senior Management Team, pastoral staff, housemasters & housemistresses, Chaplain and medical staff play an active role in monitoring the implementation of the College's policy on equal opportunities.

Use is made of Assemblies, PSHCE, RS, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position 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 pupils to recognise the contributions made by different cultures: bias is recognised.
- Understand why and how to 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 unacceptable; the College's 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 College's ethos of tolerance and respect.

### **Monitoring**

The College monitors its equal opportunities policy regularly and reports to the Council annually in order to ensure its effectiveness. As part of that process, the College invites all parents of pupils sitting entrance exams, together with all parents who accept places at the school for their child to complete an anonymous ethnic monitoring form. The form uses the same ethnic categories as the Government uses in the national census. When the completed forms arrive at the College, they are separated from any other material that might identify the individual child. The data is logged onto a computer spreadsheet by year of both entrance examination and entry. The individual forms are then shredded.

Under no circumstances does the College link its ethnic monitoring data with pupil records.

The College hopes 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, pupils must be fluent English speakers. Normally pupils should have been educated in the English medium for at least two years before coming to the school. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense. The Tutor i/c International Pupils is also responsible for promoting their welfare and positive experience of College.

### **Requests for variations in the school uniform**

Although the College has Christian roots, it does not select for entry on the basis of religious belief, and welcomes pupils of all faiths and offers the opportunity for Jews, Hindus, Muslims etc to practice their own faiths. Parents should be aware that all pupils at the College are required to wear a uniform. The Headmaster considers written requests from parents for variations in the uniform on religious grounds that are consistent with the College's ethos and its policy on health and safety. He may take expert advice, and normally arranges to meet with the parents to discuss the implications of such a request.

### **Complaints**

The College hopes that pupils and their parents do not have any complaints about the operation of our Equal Opportunities Policy, but its Complaints Procedure is available on the website.

**September 2010**

**Review date: September 2011**