

Equal Opportunities Policy 2024-25

The College is fully co-educational and is committed to achieving equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities. This commitment is shared by students, staff, parents and Governors. We oppose all forms of unlawful or unfair discrimination on the grounds of race, colour, national or social origin, gender, gender identification (including gender presentation), sexual orientation, religion, language, physical ability, association with a national minority, property or birth and aim to ensure equal treatment for all. We would regard any behaviour, language, attitude or expression that could be considered offensive, discriminatory or hostile towards an individual or group as unacceptable. The College would take a very serious view of any incident of racial or sexual harassment by staff or students to staff or students. This also applies to any views that encourage racial or religious hatred. To this end, we fully subscribe to the principles enshrined in the European Convention on Human Rights regarding not just freedom of expression, but the importance of communicating responsibly and protecting other people's rights, safety and reputations.

Subject to the constraints of the school building, there is no intention to restrict access to any suitable academic course and where physical disability causes problems of access we will do all we can to accommodate individuals – for example through special timetabling. Similarly the College would wish to ensure that all students have equal access to all non-academic activities appropriate to their age and maturity.

The College aims to promote an atmosphere of positive recognition of each individual's achievements and contributions through both the academic curriculum and the 'hidden' curriculum. Lessons such as Personal, Social and Moral Education and the Tutor Time programme will deal with the topic specifically, but teachers in all subjects will seek to promote an attitude of equal opportunity. We also have embedded within our School Calendar points, events and assemblies designed to improve awareness and understanding towards different groups, cultures and ways of life.

Admission Criteria

The College is academically selective. It must ensure that it will be able to educate and develop the prospective student to the best of his or her potential and in line with the general standards achieved by the student's peers.

Equality of Opportunity

The College's policy is to apply this criterion to all students and potential students regardless of any disability of which it is aware, subject to its obligations to make reasonable adjustments not to put any student at a substantial disadvantage because of his or her disability compared to a student who is not disabled.

Special Educational Needs and Disabilities (SEND)

The College asks parents to identify any disability or special educational needs of a prospective student at the time of application or interview. In assessing any student or prospective student the school may take such advice and require such assessments it regards as appropriate. The College has appointed a member of staff to advise on the specific educational needs of students with significant disabilities or specific learning difficulties that have been identified by qualified experts, and to offer appropriate support. Students with specific learning difficulties may be eligible for concessions such as extra time and/or may be permitted to use a computer in public examinations.

Welfare

The College's policy is not to discriminate against students with disabilities. Students are made aware that all students have equal rights and access to our resources.

