



Equal Opportunities Policy

“Twickenham Preparatory School seeks to create a safe, caring and happy Christian environment in which all pupils are valued and can thrive personally, socially and academically.”

Date Revised:	March 2017
Approval Body:	Board of Governors
Authorised by Chair of Governors:	
Date Approved:	
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Circulation:	Governors, all staff, parents, contractors, volunteers

1. Introduction

Promoting equal opportunities is fundamental to the aims and ethos of the School. We welcome pupils and staff 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 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The School 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.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Education Needs (SEN), learning difficulties, and disability.

Bursaries are 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 bursaries can be found on our website or obtained from the bursar's office.

2. Code of Conduct

The Headmaster, the senior leadership team, pastoral staff and the Heads of House play an active role in monitoring the implementation of the School's policy

on equal opportunities. Use is made of assemblies, PSHE, RS, Drama, English and other lessons to:

- Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
- 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 we will deal with offensive language and behaviour 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.

3. Monitoring

Parents who accept places at the School for their child are invited to complete an anonymous ethnic monitoring form. This information is used to provide census information requested annually by the DfE and the ISC.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

4. English as an Additional Language

In order to cope with the academic and social demands of the School, pupils must be fluent English speakers. If tuition is required, English as an Additional Language (EAL) can be arranged at the parent's expense.

5. Requests for Variation in the School Uniform

Although the School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for other religions to practice their own faiths. However, parents should be aware that all pupils at the School are required to wear a uniform. The Headmaster will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the School's ethos and its policy on health and safety. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

6. Complaints

We hope that you and your child do not have any complaints about the operation of our Equal Opportunities Policy; but copies of the School's Complaints Procedure is available on our website.