

EQUAL OPPORTUNITIES POLICY

Promoting equal opportunities is fundamental to the aims and ethos of Cambridge Tutors College. 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.

Cambridge Tutors College 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 policy covering Accessibility and Special Education Needs.

Generous 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 web site or obtained from the Bursar's office).

Code of Conduct

All members of staff, but particularly the Senior Management Team and Welfare Department, play an active role in monitoring the implementation of CTC's policy on equal opportunities. Use is made of PSHE and academic subject 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 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.

A successful equal opportunities policy requires strong and positive support from parent and guardians, and full acceptance of the school's ethos of tolerance and respect.

Monitoring

Cambridge Tutors College monitors its equal opportunities policy regularly in order to ensure its effectiveness.

English as a foreign language

In order to cope with the high academic demands of the College, students must possess a good level of spoken and written English. Tuition in English as a Foreign Language is arranged for overseas students in order to ensure that they are not disadvantaged in their A level studies not in their pursuit of a place at their preferred university

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 College's complaints procedure can be sent to you on request.