



EQUAL OPPORTUNITIES POLICY

Promoting equal opportunities is fundamental to the aims and ethos of Cambridge Tutors College (CTC). We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our students 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.

CTC 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 College 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. The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

We also welcome applications from students 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 College's admission criteria to attend the College. (Details of our provision for bursaries can be found on our website or obtained from the Finance Office).

Code of Conduct

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

CTC monitors its equal opportunities policy regularly in order to ensure its effectiveness.

English as an Additional 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 an Additional Language is arranged for overseas students in order to ensure that they are not disadvantaged in their A level studies nor in their pursuit of a place at their preferred university

Complaints

We hope that neither parents nor students will have any complaints about the operation of our equal opportunities policy but copies of the College's complaints procedure, sent out to all parents at the time of enrolment, can again be provided on request.

Reviewed: January 2019 CD

Reviewed: August 2019 CD

Next Review August 2020