



EQUAL OPPORTUNITIES POLICY

This whole school policy also applies to the Early Years Foundation Stage

Introduction

Promoting equal opportunities is fundamental to the aims and ethos of Tormead.

Our mission statement:

We are committed to providing an excellent, all round education in a warm, stimulating and supportive environment.

Our values:

- We treat everyone with respect and dignity
- We deliver academic excellence
- We enrich through a broad and varied curriculum
- We celebrate effort and achievement
- We bring out the best in our girls
- We prepare our girls for life beyond school

Fundamental British Values:

The ethos at Tormead is underpinned by the Fundamental British Values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect for and tolerance of those with different faiths and beliefs and those without faith

Tormead is committed to equal treatment for all, regardless of age, race, sex, disability, religion or belief, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy or maternity / paternity. We are an academically selective school and we believe that the educational experience can only be enriched if pupils are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We welcome applications from pupils with special educational needs and disabilities, and refer parents to our Accessibility and SEND policies. We do not treat pupils with a disability less favourably and also take reasonable steps to avoid putting pupils with a disability at a substantial disadvantage.

Means tested bursaries are offered to enable as many as possible who meet our 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.

We recognise our legal duty to uphold the law on equal opportunities for pupils and staff alike. This policy concerns equal opportunities for pupils (and our policy on equal opportunities for staff is contained in our Employment Manual). In preparing and implementing this policy we have had due regard to:

- The Equality Act 2010
- Paragraph 3 of the ISSRs - teaching must not discriminate against pupils contrary to part 6 of the Equality Act 2010; and

- Paragraph 5 of the ISSRs - schools must ensure that principles are actively promoted which encourage respect for other people, paying particular regard to the protected characteristics under the Equality Act 2010

We ensure that teaching at Tormead does not unlawfully discriminate in relation to protected characteristics and recognise that unlawful discrimination can take various forms, such as direct discrimination, indirect discrimination, harassment and failure to make reasonable adjustments (for pupils with disabilities). We further recognise that 'teaching' may also include the 'hidden' lessons to children implicit in school activities (such as arrangements for lunch) about their value as a person, their human rights, the options available to them and their expectations for adult life.

Girls' Code of Conduct

The Head, SMT, Heads of Year, Form Tutors and medical staff all play an active role in monitoring the implementation of our policy on equal opportunities. Use is made of assemblies, PSHE, Religious Studies, 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 and addressed
- Understand why and how we deal with offensive language and behaviour
- Understand why we will deal with any incidents promptly and in a sensitive manner

At Tormead, we do not have a set of official School rules; however, we do have high expectations of pupils with respect to their behaviour. This is set out in our Girls' Code of Conduct which requires, amongst others, that pupils:

- Behave politely and courteously to everyone at all times, being especially considerate of visitors to the School
- Be considerate of others' needs; treat them as you would wish to be treated yourself
- Be kind to others: never mock, criticise or insult. Respect their views and opinions, remembering that they will not always agree with you. Do feel free to disagree with them, but do so in an appropriate and respectful manner. Discriminatory or extremist opinions or behaviours should be challenged as a matter of routine.

Harassment in all its forms is unlawful and unacceptable. Our Anti-Bullying and Behaviour policies provide guidance on dealing with discriminatory behaviour. There will be zero tolerance of abusive behaviours.

A successful equal opportunities policy requires strong and positive support from parents and guardians and the School's commitment to equal opportunities is therefore included within the Parent Contract.

Monitoring

This policy is regularly monitored and the Head reports to the Governors any failures, or deemed failure, to provide equality of opportunity to our pupils (current or prospective).

English as an Additional Language

As set out in the EAL Policy academic standards are high, pupils must be fluent English speakers. Where required, tuition in English as an Additional Language (EAL) might be arranged at the parent's expense.

School Uniform

Tormead is inter-denominational and welcomes pupils, and staff, from many different ethnic groups, backgrounds and creeds and offer the opportunity for pupils to practice their own faiths. However, parents should be aware that all pupils are required to wear a uniform until the end of Year 11. A 'smart dress' code operates thereafter. The Head will consider written requests from parents for variations in uniform on religious grounds, taking expert advice where necessary.

Other Policies

This policy is available on the School's website and should be read in conjunction with the following policies:

- Accessibility Policy
- Admissions Policy
- Anti-Bullying Policy
- Behaviour Policy
- Girls' Code of Conduct
- SEND Policy
- EAL Policy

Should you have any complaint about the operation of this policy, please refer to our Complaints Policy.

Date of Last Review: 9 March 2022

By Resolution of the Governing Body:

MRS R HARRIS
Chair of Governors

MR D BOYD
Head

22 March 2022