



# TOWN CLOSE SCHOOL

NORWICH'S FINEST PREP SCHOOL • FOR GIRLS & BOYS • 3-13 YEARS

## EQUAL OPPORTUNITIES POLICY v1.5

Promoting equal opportunities is fundamental to the aims and ethos of Town Close School. 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.

Town Close School is committed to equal treatment for all, regardless of an individual's race, ethnicity, gender, religion, sexual orientation, disability, learning difficulty, age or social background. We are a non-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 Inclusion Policy and our Admissions Policy.

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 Finance Team. This information should be read in conjunction with our Admissions Policy.

### CODE OF CONDUCT

The Headmaster, the Senior Management Team and all teaching and medical staff play an active role in monitoring the implementation of the School's policy on equal opportunities. Time is given throughout the academic year in: Assemblies, PSHE, RS, TPR, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the Town Close School 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.

All staff are expected to recognise and value the diversity in our pupils and the wider community.

Harassment in all its forms is unlawful and unacceptable; our Behaviour Management and Anti- Bullying policies contain clear procedures for dealing with unlawful discrimination and this is reflected in our practices.

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**

Town Close School monitors its Equal Opportunities Policy regularly in order to ensure its effectiveness. This is supported by pupil and staff questionnaires and monitoring of complaints.

## **ENGLISH AS AN ADDITIONAL LANGUAGE**

In order to cope with the academic and social demands of Town Close School pupils need to have the capacity to rapidly acquire English speaking skills. If this is not the case, pupils may need to seek extra support.

## **REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM**

Town Close School espouses Christian values; however, we welcome pupils of all faiths and support them in observing their own religious practices.

Parents should be aware that all pupils at Town Close are required to wear a uniform. The Headmaster will take a common sense and compassionate approach towards 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.

Town Close has a uniform list from which pupils can choose which uniform they prefer to wear.

## **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 can be sent to you on request.

*Last reviewed September 2022  
Next review September 2023*