



Ruthin School

EQUAL OPPORTUNITIES (PUPILS) POLICY	
Version	
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Policy Owner	Mark Rimmer
Governor	Tracey Kerrigan
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Circulation	
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Equal Opportunities Policy (Pupils) Policy

Promoting equal opportunities is fundamental to the aims and ethos of Ruthin School. We welcome applications from pupils 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.

Ruthin School is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. 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 Special Education Needs (SEN) and disability.

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.

CODE OF CONDUCT

The Headmaster, the senior leadership team, pastoral staff, house masters/mistresses, and the medical staff play an active role in monitoring the implementation of Ruthin School's policy on equal opportunities. Use is made of assemblies, PSE, Tutorials and other lessons to:

- Promote tolerance and respect.
- 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; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training.

Teaching, House and Medical staff attend regular INSET.

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

MONITORING

Ruthin School monitors its equal opportunities policy regularly and reports to the Council of Management in order to ensure its effectiveness.

ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the high academic and social demands of Ruthin School pupils must be good English speakers. Tuition in English as an Additional Language (EAL) is arranged where necessary, at no expense to parents.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Ruthin School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths, or none, and offer the opportunity for pupils to practice their own faiths. However, parents should be aware that all pupils at Ruthin School are required to wear a uniform until the Sixth Form, and that a strict "business dress" code operates for the Sixth Form. 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.

COMPLAINTS

If you have a complaint, you should follow the Complaints Procedure. The Complaints policy can be found on the School website. Queries should be referred to the Registrar, your Tutor, House Master/Mistress or the Headmaster.