



Private Tuition Policy

Review date: **May 2020**

Next review date: **June 2021**

Staff resp. for review: **MHN**

Norbury Manor Business and Enterprise College

Private Tuition Policy

Introduction

This policy is designed to address the issue of staff being asked to undertake additional, paid tuition out of college by parents.

Parents/carers

Norbury Manor Business and Enterprise College for Girls believes that the best results are achieved when there is a strong, positive and proactive partnership between the college and parents in relation to a child's learning and ultimate attainment. Norbury Manor believes that the processes it has in place to monitor, help and support students in their learning are effective and consistent. This belief is borne out in the college's examination results.

Norbury Manor appreciates that parents may, on occasions, consider further private tuition to support their child's learning. This decision is totally at the discretion of parents.

Norbury Manor understands that some parents may wish to actively seek private tuition to support their child in a particular subject. On such occasions, parents are asked to consult the headteacher of the college. Subject teachers will, at appropriate junctures, advise all parents of topic areas in which their child needs to improve, and will suggest study strategies in order to achieve improvement. Staff at Norbury Manor will not actively encourage a child to be tutored in a private capacity. This decision is at the discretion of parents alone.

No member of staff at Norbury Manor Business and Enterprise College for Girls will be available to provide private, paid tuition to children who attend the college except in extreme circumstances and then only after discussion with the headteacher.

Staff

Teachers should not be actively seeking to provide private tuition for students and if they feel there is the requirement for students to receive additional time/support then this should be discussed with their line managers so the college can review its provision.

It would be deemed unprofessional for staff to request to tutor any student in their teaching classes however it is recognised that some parents may have great difficulty in finding a suitable tutor for some subjects and if this the case they may request a member of the teaching staff to undertake this outside the college.

Teachers undertaking any paid tuition outside the college are advised to consult their union website for additional guidance.

An equality impact assessment has been carried out with regard to this policy. There was found to be no significant impact on any group with protected characteristics i.e. this policy does not discriminate against anyone on the basis of disability, gender re-assignment, pregnancy and maternity, race, religion or belief, gender or sexual orientation.