



Equity Policy

Produced by Mr B Crawford, Deputy Headteacher (DSL)

Date reviewed by Governor Advisor, Mr W Howell Autumn Term 2026

Date reviewed by Full Governing Body Autumn Term 2026

Chair: Mr W Howell

Next review Date: September 2027



**Be Safe,
Be Kind**

“Equity is giving everyone what they need to Thrive”

1. Introduction and Vision

At John Colet School, we are committed to creating a school culture that celebrates diversity, promotes inclusion, and delivers **equity**—understood as providing every student and staff member with the support they need to succeed, rather than treating everyone the same.

Rooted in our school values of **Aspiration, Courtesy, Endurance, Resilience, Respect and Kindness**, this Equity Policy articulates our commitment to uphold the rights of all members of our community and fulfil our **Public Sector Equality Duty** under the **Equality Act 2010**.

2. Legal Framework and Scope

This policy aligns with: - The **Equality Act 2010** and DfE’s *Equality Act 2010: advice for schools* (2024); - **Public Sector Equality Duty** (PSED); - The **Human Rights Act 1998**, and UN Conventions on children’s and disabled people’s rights.

It applies to: - All **students, staff, governors, parents/carers**, and **visitors**; - **All policies and practices**, including teaching, curriculum, recruitment, behaviour, SEND, and pastoral support.

3. Protected Characteristics

We will not tolerate discrimination, harassment or victimisation based on: - Age

- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4. Our Commitments

A. Eliminating Discrimination

We will: - Investigate and act upon prejudice-related incidents in line with our behaviour and complaints procedures. - Provide training to staff on unconscious bias, inclusive language, and lawful practice. - Ensure our curriculum and policies are free from discrimination. The school will utilise MyConcern and Arbor to monitor these patterns and take action for educational correction where necessary.

We are fully committed to fair recruitment practices, reasonable adjustments for staff with disabilities/health conditions, and flexible working considerations.

B. Advancing Equality of Opportunity

We will: - Monitor and analyse performance, participation, and behaviour by protected group. - Provide targeted academic and pastoral interventions to address disadvantage. - Ensure curriculum accessibility for all learners, including those with SEND and EAL.

C. Fostering Good Relations

We will: - Promote shared values through PSHE (Cit Com), tutor time and assemblies. - Celebrate diversity through awareness weeks/cultural days, enrichment events, and inclusive displays. - Establish and support **student champion groups** (e.g. Pride Champions, Anti-Racism Ambassadors).

5. Roles and Responsibilities

Governors

- Hold leaders accountable for equity and inclusion.
- Monitor progress against Equality Objectives annually.

Headteacher and SLT

- Lead policy implementation and publish annual equality information.
- Ensure equality impact assessments are conducted and acted upon.

All Staff

- Model inclusive behaviour and language.
- Report and respond to prejudice-related incidents.
- Deliver inclusive curriculum content.

Students

- Respect one another's identity and differences.
- Report discrimination or bullying.
- Take part in student voice and equity campaigns.

Parents and Carers

- Support the school's inclusive ethos.
 - Report concerns constructively and engage in consultations.
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6. Implementation and Monitoring

We will: - Publish an **Annual Equalities Report** and **four-year Equality Objectives**; - Collect and review data on attendance, progress, exclusions, complaints, recruitment, and incidents; - Conduct **Equality Impact Assessments (EqIAs)** on key policies; - Use surveys and forums to consult students, staff and families.

Equality Objectives (2024–2028) include:

1. Narrowing progress gaps for disadvantaged, SEND, and minority ethnic students.
 2. Promoting inclusion for minority groups in all areas of school life.
 3. Raising awareness and reducing incidents of sexual harassment and racism.
 4. Increasing parental awareness of equity and inclusion initiatives.
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7. Curriculum and Inclusive Practice

The curriculum will: - Celebrate diversity in literature, science, art, history and more. - Teach critical thinking to challenge stereotypes and injustice. - Include age-appropriate RSE, mental health and online safety.

Inclusion is also promoted through: - Universal Design for Learning (UDL) strategies; - Use of assistive technology and differentiated resources; - Training for staff on supporting students with complex needs.

The school maintains a 3-year **Accessibility Plan** covering physical access, curriculum access, and written information formatting. This, alongside our SEND Policy are available on our website to ensure compliance.

8. Complaints and Breaches

Concerns or breaches of this policy will be dealt with under the school's: - **Behaviour Policy** (for student-related incidents); - **Complaints Policy** (for staff, parents or wider school community); - **Whistleblowing Policy** (where applicable).

9. Communication and Review

This policy will be: - Shared with staff, governors and stakeholders; - Published on the school website; - Reviewed annually and revised every four years.

10. Conclusion

Equity means fairness, dignity and inclusion for all. At John Colet School, we will continue to reflect critically on our own practices and challenge inequality wherever it arises. In doing so, we equip our students not only to succeed, but to lead, in a diverse and just society.

Appendices (available on request)

- A. Glossary of Terms (Equality Act)
- B. Equity Objectives Action Plan (2024–2028)
- C. Equity Impact Assessment
- D. Prejudice-Related Incident Response Protocol