



Equality policy

Independent School Standards and other requirements	Paragraphs 2(2)(d)(ii), 5(b)(vi), 34 and the Equality Act 2010.
Last updated by senior leaders	June 2021
Last reviewed by external consultant	June 2021
Next review due	June 2022

St. John's is committed to equality and the tackling of discrimination in all its forms.

This policy is written and implemented in accordance with The Equality Act 2010, and applies to everybody involved in the life of the school, including pupils, parents, staff and visitors.

The school's culture, policies, curriculum, safer recruitment process and training programme for staff all pay due regard to the **protected characteristics**, which are:

- **gender**
- **race**
- **disability**
- **sexual orientation**
- **religion/belief**
- **age**
- **gender reassignment**
- **pregnancy/maternity**
- **marriage/civil partnership.**

As well as routinely and actively promoting the British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs, we encourage respect for other people, paying particular regard to all the protected characteristics.

Key principles we abide by at St. John's

- The principles and practice of equal opportunities apply to all members of the school community, pupils, all staff, parents and visitors. In keeping with the school's aims and philosophy, we recognise the dignity and worth of all individuals.
- Every effort will be made to ensure that there is no direct or indirect discrimination, victimisation or harassment on the basis of any of the protected characteristics, either within the school community or in its dealings outside of it.
- Equal opportunity practices should be evident in all school activities, i.e. the curriculum, extra-curricular activities, inter-personal relationships and the ethos of the school.
- Adults in the school must be role models of exemplary behaviour.
- Teachers are trained to challenge personal prejudice and stereotypical views whenever they occur.
- Teachers are acutely aware of their legal obligation to never share partisan political views in the teaching of any subject.

- Pupils of both sexes have equal opportunity within and equal access to all areas of the whole school curriculum; we never segregate pupils by sex. Pupils of both sexes and all gender identities are encouraged to participate equally in the full range of activities both inside and outside the classroom.
- All pupils have the right to a broad and balanced curriculum which requires differentiation according to their individual needs. They have a right to equal access to educational opportunities and resources, according to their needs and abilities.
- Particular care in adhering to this policy will be taken with regard to employment terms and conditions, safer recruitment, and access to facilities and opportunities, whether by pupils, staff or visitors.
- Curriculum teaching resources, books etc. reflect the diversity of the school community and of modern British society generally.
- We are aware that prejudice and stereotyping are often caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.
- Efforts are made to recognise and be aware of the possibility of gender bias in both our teaching and learning materials and our teaching styles; materials are carefully selected for all areas of the curriculum so as to avoid sexual stereotypes and gender bias.
- Any differences involving protected characteristics which arise inside or outside the classroom are dealt with pro-actively and sensitively.
- All teaching and non-teaching posts are not sex-specific. Both men and women are encouraged to teach all age groups and each Key Stage. All staff have equal access to in-service training and posts of responsibility.
- We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures (see our behaviour and preventing bullying policies).
- We endeavour to make our school and its environment welcoming to all minority groups. We actively promote an understanding of diverse cultures and difference in general through the curriculum.
- Some pupils in our school may have disabilities. We are committed to meeting the needs of these pupils, as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure that these pupils are not disadvantaged compared with non-disabled pupils.
- We teach pupils, in an age-appropriate way, including as Stonewall Champion schools, about sexual and gender identities, including what it means to identify as lesbian, gay, bisexual, trans and queer.

- Derogatory name-calling (of any sort) is unacceptable under any circumstances and will be dealt with in line with our behaviour and/or preventing bullying policies.
- Our school ethos is based broadly on Christian values; we attend our local Church in Potters Bar on several occasions during the academic year. We also teach pupils about all the major world religions, including their festivals and beliefs. We welcome pupils and staff from diverse religious backgrounds with a range of beliefs and faiths, including none.
- The school has procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion or suffers from harassment or victimisation because of their age.
- Gender reassignment is a process and not an event. We are supportive of any pupil undergoing gender reassignment and will support them to continue effectively with their education during that process.
- Our school will be supportive of pupils who become pregnant and will make reasonable and appropriate arrangements to assist them to continue with their education.
- As well as normal practice arrangements in terms of maternity leave and employment protection, staff who become pregnant will be supported through pregnancy and maternity leave, with reasonable adjustments made where appropriate and necessary.
- The school ensures that equality of opportunity is provided for people applying for positions at the school, regardless of their marital or civil partnership status.