



# 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**

September 2025

**Last reviewed by advisory board**

September 2025

**Next review due**

September 2026

St. John's is committed to equality, diversity and inclusion, 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 and carers, staff and visitors.

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

- gender
- race
- disability
- sexual orientation
- religion/belief
- age
- gender re-assignment
- 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**

- 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.
- The principles and practice of equal opportunities apply to all members of the school community, including pupils, staff, parents and visitors. In keeping with the school's aims and philosophy, we recognise the dignity and worth of all individuals.
- 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.
- Care in adhering to this policy is taken regarding employment terms and conditions, safer recruitment, and access to facilities and opportunities, whether by pupils, staff or visitors.
- 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 are evident in all school activities, i.e. the curriculum, extra-curricular activities, inter-personal relationships and the ethos of the school.
- Curriculum teaching resources, such as books stocked in our libraries, 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 everyone's legitimate point of view, we aim to promote positive social attitudes and respect for all.
- We do not tolerate any forms of discriminatory behaviour. Should, as examples, a racist, sexist or homophobic, incident occur, we will deal with it in accordance with school procedures (see our behaviour and anti-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.
- Any differences involving protected characteristics which arise inside or outside the classroom are dealt with pro-actively and sensitively.

## **Pupils**

- 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. Please also see our accessibility plan and disability statement.
- We teach pupils, through relationships and sex education (RSE) and in an age-appropriate way, about sexual and gender identities, including what it means to identify as lesbian, gay, bisexual and gender questioning (in line with the latest statutory guidance).
- 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.
- Derogatory name-calling (of any sort) is unacceptable under any circumstances and will be dealt with in line with our behaviour and/or anti-bullying policies.
- 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.

## **Segregation by sex**

- Pupils of both sexes have equal opportunity within, and equal access to, all areas of the 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.

## **Staff**

- Adults in the school are expected to be consistent role models of exemplary behaviour.
- Teachers are regularly trained, including formally via annual equalities training, 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, and when teaching about a political matter, know to always provide a balanced presentation of opposing views.
- 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.
- 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, marital or civil partnership status, or any other protected characteristic. Both men and women are encouraged to teach all age groups. All staff have equal access to in-service training and posts of responsibility.
- 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.