



Wimbledon College

Equality information and objectives

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Equality Information and Objectives

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1. Jesuit Schools' Vision Statement

Wimbledon College shares the vision of all Jesuit schools in the British Province. They exist to promote improvement in living and learning to the greater glory of God and the common good.

A "vision" does not describe a goal or an aim but a way of getting there. St Ignatius used the phrase "our way of proceeding" as a sort of shorthand for the characteristic ways and means of the Jesuit tradition. In applying this to a school, the Jesuit vision statement recognises the characteristic values and practices promoted in a Jesuit school:

Finding God in all things • a Jesuit school recognises that every aspect of its work can affirm the goodness and presence of God

Caring for the individual • a Jesuit school focuses on the all-round formation of each person

Showing love in deeds • a Jesuit school is characterised by generosity in service to others, particularly where human dignity is threatened

Building a Christian Community • a Jesuit school fosters a faith commitment to Christ and prepares pupils for a fuller participation in the life of Church

Engaging with the wider world • a Jesuit school helps pupils to be sensitive to the strengths and weaknesses in contemporary society and to witness to Christ's presence in that society

Encouraging excellence • a Jesuit school is distinguished for its academic, religious and pastoral provision, through which it encourages the fullest possible development of talents

Co-operating in Jesuit mission • a Jesuit school works in co-operation with other Jesuit schools and ministries in the light of the apostolic and educational aims of the Society of Jesus

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To live in this way is to build the Kingdom of God. It is to engage fully with the world around us. The life and learning that is characteristic of Wimbledon College seeks to bring concretely to the Church in England a venerable and living tradition of the universal Church. It is the Jesuit ideal adapted to the circumstances of the people, place and times in which we live.

Living out this vision means that we treat all members of the school community with the dignity that they deserve and constantly strive to ensure that each individual is respected and supported in their development as unique human beings. Members of the school community are given every opportunity to develop holistically and are encouraged to engage in and take full advantage of everything that the College has to offer.

2. Aims

Wimbledon College aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

3. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

4. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Headteacher will:

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- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

5. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every [September].

6. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement and implement actions in response.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

7. Fostering good relations

The Equality Act 2010 offers protection against all forms of discrimination related to the nine protected characteristics, which are:

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- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race and ethnicity
- religion or belief
- sex
- sexual orientation

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

8. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made and always considers the impact of these decisions on particular groups.

9. Equality objectives

Objective 1:

To ensure that the progress of all groups of students is in line with the school progress score.

Why we have chosen this objective:

To ensure that an environment is created whereby all pupils can make the same level of progress irrespective of any additional barriers they may face.

To achieve this objective, we plan to:

Monitor closely the progress of students in all groups using assessment data and working with HOD's to implement targeted intervention where necessary
Analyse exam data to see progress of different groups and evaluate performance.

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Evaluate schemes of work to make sure that they are representative of the whole school community.

Progress we are making towards this objective:

All groups achieved well and made progress above national averages for identified groups in 2023 GCSE examinations and in most cases were well above national data for boys in these groups. Schemes of work have been reviewed and departments have been working to ensure that differentiation and adaptive teaching is in place to support all pupils.

Objective 2:

To develop E&D policy and share this with the school community.

Why we have chosen this objective:

To ensure that all members of the school community can see the importance of our work and commitment to equality and diversity.

To ensure that all members of the school community are aware of the policy and have an understanding of the content and the purpose.

To achieve this objective, we plan to:

Produce an E&D policy working with members of the school community
Share this policy with the school community

Progress we are making towards this objective:

We have a policy in draft at this stage, which will be shared with staff and Governors.

Objective 3:

To provide all members of staff and governors ongoing training relating to equality, diversity and inclusion.

Why we have chosen this objective:

In order to support achieving objective 1 it is essential that all members of staff are aware of issues relating to EDI and how they can help to remove any barriers to learning which may exist in their classrooms.

Staff also need to be confident when discussing issues which may be important to pupils but are of a sensitive nature.

To ensure that our recruitment processes provides equal opportunities for all groups at all stages of the application and interview process

To achieve this objective, we plan to:

To plan and deliver ongoing training for all staff and governors related to EDI as well as making resources available for staff to access.

Progress we are making towards this objective:

Staff have received training as part of our ongoing CPD to ensure that they are aware of their responsibilities regarding EDI.

We are working with our Local Authority with key staff attending regular LA meetings.

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10. Monitoring arrangements

The Headteacher will update the equality information we publish, [described in sections 5-8 above], at least every year.

This document will be reviewed by the Cura Personalis Committee of the Governing Body at least every 4 years.

11. Links with other policies

This document links to the following policies:

- Accessibility plan