



# Wimbledon College

## Equality, Diversity and Inclusion Policy

Agreed by the Governing Body March 2026  
To be reviewed March 2027

## **Wimbledon College Equality, Diversity and Inclusion Policy**

### **Legal**

Wimbledon College recognises the statutory duty to promote equality in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion of belief, sex and sexual orientation. This policy complies with the legal requirements set out in [The Equality Act 2010](#).

### **Values**

Wimbledon College has a strong tradition as a Jesuit School. At the heart of the Jesuit tradition is the insight of St Ignatius of Loyola that God is to be found in all things.

This belief means that Wimbledon College, along with Jesuit schools worldwide, aims to:

- ❖ Create a caring and disciplined community in which pupils will feel secure and are motivated to be involved in their studies and in a wide range of school activities.
- ❖ Encourage pupils to recognise the best in themselves and to work hard to develop all of their talents.
- ❖ Instils in its pupils an awareness of the needs of others and a commitment to putting their gifts and energies at the service of others.

The Jesuit Pupil Profile is common to all schools in the British Jesuit Province and identifies the qualities we seek to develop in our pupils, using key words which unfold Ignatius' own stated aim of "improvement in living and learning for the greater glory of God and the common good."

The Jesuit ethos of our school and the qualities identified in the Jesuit Pupil Profile demonstrate the importance of the work around equality, diversity and inclusion. As a school community, we value the diversity of our staff and our pupils and as a school believe in the importance of celebrating this diversity. We want all members of our school community to be proud of their identity and be able to fully participate in the life of the school. We are committed to ensuring equal opportunity for all and proactively challenge all types of discrimination.

### **Aims**

- ❖ In keeping with our Jesuit tradition that all members of our school community are treated with respect.
- ❖ To ensure that all pupils make the maximum level of progress that they are capable of.
- ❖ Ensure that pupils have the tools required to navigate the diverse society in which we live.

- ❖ Ensure that staff are provided with ongoing training in relation to equality, diversity and inclusion.

### **Commitments**

The school will ensure that we comply with all relevant legislations and will also ensure that our commitment to equality and diversity is communicated to all members of the school community. Pupils and staff will have the opportunity to contribute to our work on equality, diversity and inclusion. All staff, students and governors will be aware of their responsibilities in relation to the Equalities Act 2010.

All reasonable measures will be taken to make sure that discrimination does not occur against staff or students with protected characteristics as defined in the Equality Act 2010. We will ensure that our school site is a welcoming and accessible environment for all pupils and staff and that new staff are made aware of our EDI policy.

Any incidents of discriminatory behaviour are expected to be dealt with by members of staff by following the school's behaviour policy.

Our curriculums will promote cultural diversity and where possible will tackle issues of inequality. Our teaching and learning policy is focussed on all pupils making progress where teaching is adapted to meet the needs of all individual pupils. We will also monitor progress and achievement across all student groups to ensure that progress is being made by all. A wide range of extracurricular activities and trips will be available to all students.

### **Responsibility for Implementation**

All members of the school community have a responsibility for supporting our work on EDI and challenging any discrimination, stereotyping or harassment that they witness.

Governors are responsible for ensuring that:

- ❖ There is a link governor for EDI.
- ❖ The School complies with all relevant equalities legislation.
- ❖ They have an overview of EDI issues and receive regular updates.
- ❖ EDI issues are raised and highlighted at meetings and in reports and policies.
- ❖ Any gaps in outcomes for particular groups are addressed.
- ❖ The EDI policy is maintained and updated annually.

The Headteacher and Senior Leadership Team are responsible for:

- ❖ Providing leadership and vision in respect of EDI together with the Governing Body.

- ❖ Overseeing the implementation of this EDI Policy and ensuring annual objectives are an integral part of the School Development Plan as well as considering EDI in other school policies and procedures.
- ❖ Coordinating the activities related to EDI and monitoring impact.
- ❖ Ensuring that the whole school is aware of, and complies with the EDI Policy.
- ❖ Ensuring that staff are aware of their responsibilities and are given relevant training and support and that they take appropriate action in response to discriminatory incidents.
- ❖ Ensuring that any discriminatory incidents or actions are dealt with appropriately.
- ❖ Ensuring there is a culture of continuous improvement and reflection on EDI issues.
- ❖ Ensuring the continued development of a school culture where different cultures are celebrated.

Heads of Department and Subject Coordinators are responsible for ensuring their subject area:

- ❖ Provides an inclusive and relevant curriculum which celebrates the diversity of our school and global community.
- ❖ Ensures that all efforts are made to reduce any gaps in outcomes for different groups of students, and that all students have the same opportunities to participate in lessons and other activities.

All staff are responsible for:

- ❖ Planning and delivering lessons carefully and being sensitive in their approach to EDI issues in the classroom.
- ❖ Using the school's reporting channels and dealing swiftly with incidents of discrimination and challenging bias and stereotyping when they see them.
- ❖ Promoting equality of opportunity and positive action for groups with protected characteristics.
- ❖ Operating in a manner which treats students and fellow colleagues with dignity and respect, and supporting and promoting the school's EDI policy.

*This policy should be read in conjunction with the following policies:*

*Behaviour Policy*

*Child Protection and Safeguarding Policy*

*Home School Agreement*

*Online Safety Policy*

*SEN Policy*