

Equality, Diversity and Inclusion (EDI) Policy

1. Policy Statement

At Just Learn Independent School ("the School"), we are committed to providing a learning and working environment where all individuals are treated with dignity and respect, free from discrimination, harassment, or victimisation.

We believe that equality, diversity and inclusion are fundamental to achieving our mission of empowering every student to learn, grow and thrive in a supportive and respectful community. The School values and celebrates diversity in all its forms — including but not limited to race, ethnicity, gender, gender identity, sexual orientation, religion or belief, disability, age, socio-economic background, and cultural heritage.

2. Aims and Objectives

Our aims are to:

- Promote equality of opportunity for all students, staff, parents, and visitors.
- Eliminate unlawful discrimination, harassment, and victimisation.
- Foster positive attitudes and mutual respect between diverse groups.
- Create an inclusive culture that allows everyone to reach their full potential.
- Embed equality and inclusion across all aspects of school life — teaching, curriculum design, recruitment, pastoral support, and community engagement.

3. Legal Framework

This policy is guided by the following legislation and statutory guidance:

- **Equality Act 2010**
- **Public Sector Equality Duty (PSED)**
- **Education Act 2011**
- **SEND Code of Practice (2015)**
- **Human Rights Act 1998**

Although independent schools are not bound by all elements of the PSED, **Just Learn** voluntarily upholds these principles as part of our commitment to best practice.

4. Scope

This policy applies to:

- All students, staff, trustees, contractors, and volunteers.
- All school activities, including teaching, assessment, extracurricular programmes, admissions, employment, and community engagement.

5. Responsibilities

Board of Trustees:

- Ensures compliance with equality legislation.
- Monitors the effectiveness of this policy and supports its implementation.

Headteacher:

- Leads on equality, diversity and inclusion strategy.
- Ensures staff training and awareness.
- Investigates and responds to complaints related to discrimination or harassment.

Staff:

- Promote inclusive practices and act as positive role models.
- Challenge and report any discriminatory behaviour.
- Support students in developing respect and empathy for others.

Students:

- Treat each other with respect and kindness.
- Celebrate diversity and challenge prejudice.

6. Implementation

We promote EDI through:

- Inclusive curriculum design that reflects diverse perspectives and experiences.
- Fair recruitment and employment practices ensuring equal access to opportunities.
- Regular staff training on unconscious bias, safeguarding, and inclusive teaching.
- Accessible facilities and learning materials for students with additional needs.
- Zero-tolerance policy for bullying, discrimination, and harassment.
- Student council forums to ensure diverse perspectives inform school improvement.

7. Monitoring and Review

- The School will collect and analyse data on admissions, attainment, progress, exclusions, and staffing to identify and address inequalities.
- Progress will be reported annually to the Board of Trustees
- The policy will be reviewed every two years or sooner if required by changes in legislation or school needs.

8. Complaints and Breaches

Any member of the school community who believes they have experienced discrimination, harassment or victimisation should report this promptly to:

- The Headteacher or Designated Safeguarding Lead (for students), or
- The HR/Line Manager (for staff).

Complaints will be handled in line with the School's Complaints Policy and Behaviour Policy.

9. Related Policies and Documents

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Anti-Bullying Policy
- Recruitment and Selection Policy
- SEND Policy
- Staff Code of Conduct

Approved by: Z. Gadatara
Date of Approval: 14/09/2026
Date for Review: 14/09/2027