



The Society of Heads

Equity, Diversity and Inclusion Charter

The Society of Heads is an inclusive association that welcomes schools from across the UK and internationally. We are united by a shared commitment to ensuring that access to the exceptional educational and professional opportunities offered by our member schools is **equitable, respectful, and inclusive for all those who live and work within our individual communities.**

Member schools of the Society uphold the principles of fairness, respect, and dignity for every individual, irrespective of **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.** We are committed to eliminating discrimination, advancing equality of opportunity, and fostering good relations in accordance with the **Equality Act 2010.**

Our schools recognise their responsibility to create diverse and inclusive environments that reflect and celebrate the communities they serve. As part of this commitment, schools adopting this Charter agree to undertake the following actions:

Commitments of Signatory Schools

1. Policy and Governance

- Develop, implement, and review a whole-school Equality, Diversity, and Inclusion (EDI) policy annually.
- Monitor the EDI policy on an ongoing basis to ensure relevance and impact.
- Appoint a designated member of the Governing Body with oversight of EDI strategy and progress.
- Appoint dedicated staff members or EDI leads responsible for driving whole-school implementation.

2. Inclusive Culture and Student Voice

- Promote a culture where respectful dialogue about EDI is encouraged across the school community.
- Ensure students are empowered to share their views through transparent and safe mechanisms for feedback and reporting, including named and anonymous options.

3. Training and Recruitment

- Require all staff involved in recruitment—across teaching, non-teaching, and governance roles—to undertake unconscious bias training at least once every three years.
- Use recruitment processes designed to minimise bias and promote diversity (e.g., competency-based and 'blind' recruitment methods).
- Ensure that recruitment agencies used by schools have clear EDI strategies and practices.
- Provide comprehensive EDI training for all staff on at least a three-yearly basis, with annual refreshers or updates where appropriate.

4. Curriculum and Learning

- Embed age-appropriate and relevant EDI topics across the curriculum and PSHE (Personal, Social, Health and Economic) education at all key stages.
- Ensure that the curriculum reflects diverse identities, experiences, and histories in a meaningful and respectful manner.
- Show a commitment to share best practice and resources, where appropriate, across member schools.

5. Community Engagement and Oversight

- Engage with parents and carers at least annually to discuss EDI matters, gather feedback, and address concerns.
- Establish or maintain a school EDI Steering Group that includes representation from staff, students, and where appropriate, parents and governors.