

Pupils Equality and Equity policy- Jan 2026



Equality means:

each individual or group of people is given the same resources or opportunities.

Equal opportunities for all.

Example: making sure everyone has equal chances to get a job in class, such as school council or answering questions in the lessons.

Equity means:

giving people what they need to make things fair and just.

Example: giving someone extra football lessons because they find this subject hard to learn.

Inequality means:

when some people lack the rights, opportunities, and fair laws of others.

Example: not letting someone take part in the school play because of their disability.

A picture to show Inequality, Equality and Equity

Inequality Treating some unfairly	Equality Treating everyone the same	Equity Giving people what they need

Other synonyms for equality:

- Fairness.
- Justice.
- Standing up for others.

What equality will look like in our school.

- We will listen to others' views respectfully and not criticise them for having these views.
- We will not treat others differently because of their skin colour, race, gender orientation, disability, religion, married/civil partnership or if they are pregnant. (These are also called the 'protective characteristics'.)
- We will tell a trusted adult in school if we feel some one is being unfairly treated.

**** By not following these rules you will not be showing equal opportunities and may have to be given more teaching time to learn how you can follow the rule ****

Written by teachers, teaching assistants and pupils at Wirksworth Junior School.