

Equality Information & Objectives Policy

Trust Policy	
Monitoring	Frame of engagement
Member of Staff Responsible	Executive Principal
Consultation Parameters	Trust Board
Date of Policy	September 2018
Review Cycle	4 Years
Date of Review	Summer 2022
Website	Yes

School Level Policy	
Statutory Policy	Yes
Member of Staff Responsible	Headteacher
Review Cycle	4 Years
Approval	LGB (which is able to delegate to an individual Governor or the Headteacher).
Legislation	The Equality Act 2010 (section 149) The Equality Act 2010 (Specific Duties) Regulations 2011.

Statement of Intent

The Priory School Trust is committed to equality and to valuing and celebrating diversity. We actively support practices that promote genuine equality of opportunity for all staff and young people.

We aim to be a community where everyone is treated fairly and with respect. We want everyone to reach their full potential, and we recognise that for some people extra support is needed to help them to achieve and be successful.

We take our legal duties on equality seriously. We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

We fully understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

Definition of protected characteristics

A protected characteristic under the act covers the groups listed below:

- Age;
- Disability (including Special Educational Needs);
- Gender reassignment;
- Marriage and civil partnership (for employees).
- Pregnancy and maternity;
- Race, colour, nationality, ethnic or national origin;
- Religion and belief;
- Sex (including transgender);
- Sexual orientation;

School level policy

Schools within the trust are responsible for the publishing their Equality Information and objectives and should set objectives every four years.

Purpose of the Equality Information & Objectives policy

The purpose of the Equality Information and Objectives policy is to demonstrate how the school is compliant with Equality Act 2010 (Specific Duties) Regulations 2011 and to prepare and publish equality objectives.

Scope of the Equality Information & Objectives Policy

1. A statement of the school's commitment to meeting its Equality duty.
2. Description of school measures in place to eliminate discrimination and other conduct that is prohibited by the Act; to advance equality of opportunity between people who share a protected characteristic and people who do not share it and to foster good relations between people who share a protected characteristic and people who do not share it.
3. Equality objectives.

Review and approval of the Equality Information & Objectives

Under specific duties, governing bodies and proprietors are required to draw up equality objectives every four years and publish annually information, demonstrating how they are meeting the aims of the equality duty.