



Priory School

Pupil Equality, Equity, Diversity and Inclusion Policy

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Signed: _____

Date:

Caroline Masih - Chair of Governors

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Statement of intent

Priory School is a highly inclusive community that values and celebrates diversity in all its forms. We are committed to creating a school environment where every pupil feels safe, respected, included and able to thrive.

Our work is rooted in our core values of **Hope, Trust, Curiosity and Opportunity**, and our core behaviours of **Kindness, Determination and Courage**. These values shape our culture, our curriculum and our relationships.

We recognise that equity is not the same as equality. At Priory, we are committed to removing barriers to learning and participation by making reasonable adjustments, adapting provision and offering additional support where needed so that all pupils – particularly those with SEND and additional needs – can access rich learning opportunities and achieve their potential.

We are proud of the rich cultural diversity within our community and actively celebrate this through our curriculum, assemblies, events and daily interactions. We are committed to anti-racism and actively challenge discrimination, prejudice and stereotyping in all forms. Our Equality, Diversity and Inclusion Action Plan supports this work and is reviewed regularly.

We take a **trauma-informed, relational approach** to behaviour and inclusion. We recognise that behaviour is a form of communication and that pupils may need additional support, understanding and regulation to engage successfully with learning and relationships.

Under the Equality Act 2010, Priory School has a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups

This policy sets out how we fulfil these duties for all pupils and prospective pupils.

1. Legal framework

This policy has due regard to:

- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Human Rights Act 1998
- UK GDPR and Data Protection Act 2018
- Protection from Harassment Act 1997
- Worker Protection (Amendment of Equality Act 2010) Act 2023
- DfE guidance on Equality and Schools
- DfE guidance on Mental Health and Wellbeing

This policy operates in conjunction with:

- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- RSHE Policy
- Safeguarding and Child Protection Policy
- Equality Information and Objectives Policy
- Attendance Policy
- Admissions Policy

2. Roles and responsibilities

Governing Board

- Ensure compliance with equality legislation
- Monitor equality objectives and impact
- Hold leaders to account for EDI and anti-racism work

Headteacher and SLT

- Champion equality, equity, diversity and inclusion
- Embed EDI within strategic planning and school improvement
- Ensure trauma-informed, relational practice underpins behaviour and inclusion
- Ensure staff receive appropriate training

Staff

- Model inclusive behaviour and language
- Challenge discrimination, stereotyping and prejudice
- Make reasonable adjustments and adapt provision
- Promote a culture of belonging and safety

Pupils

- Treat others with kindness, respect and courage
- Celebrate difference and challenge unfairness
- Contribute to a culture of inclusion

3. Protected Characteristics

Priory School will not discriminate against, harass or victimise pupils on the basis of:

- Sex
- Race
- Disability (including mental health and neurodiversity)
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

We also recognise discrimination by association and perception.

4. Forms of Discrimination

Discrimination is unlawful under the Equality Act 2010 and includes direct discrimination, indirect discrimination, harassment and victimisation.

We actively prevent and challenge:

Direct discrimination – treating someone less favourably because of a protected characteristic

Indirect discrimination – practices or rules that disadvantage a particular group

Harassment – unwanted conduct that violates dignity or creates an intimidating or hostile environment

Victimisation – treating someone unfairly because they have raised or supported a concern

All discriminatory incidents are treated seriously and addressed in line with safeguarding and behaviour procedures.

5. SEND, Disability and Equity

Priory School has high levels of SEND and is committed to **equity through adaptation**. We will:

- Make reasonable adjustments to enable full participation
- Adapt teaching, environments and routines
- Provide auxiliary aids and specialist support
- Use trauma-informed approaches to support regulation
- Ensure inclusive access to trips, clubs and wider opportunities
- Implement and review Accessibility Plans

SEND provision is embedded within mainstream practice and specialist provision, with high expectations for all pupils.

6. Race, Culture and Anti-Racism

We actively promote anti-racism and cultural understanding.

We will:

- Ensure the curriculum reflects diverse voices and histories
- Challenge racist language, stereotypes and behaviour
- Celebrate cultural heritage and identity
- Engage families and community partners
- Monitor and address any racial disparities

Our EDI and Anti-Racism Action Plan drives continuous improvement in this area.

7. Religion and Belief

We respect and support all faiths and beliefs.

We will:

- Make reasonable accommodations for religious observance
- Respect religious identity in uniform and curriculum
- Ensure pupils feel safe to express their beliefs

8. Sex, Gender reassignment

We will:

- Promote respectful discussion
- Support pupils to develop a positive sense of self and belonging in an age-appropriate way
- Challenge homophobia, biphobia and transphobia
- Ensure RSHE reflects diverse families and identities
- Provide safe, supervised spaces for discussion where appropriate

9. Curriculum and Representation

Our curriculum:

- Reflects diverse cultures, histories and perspectives
- Challenges stereotypes
- Promotes curiosity and critical thinking
- Builds empathy and global awareness
- Supports representation and belonging

10. Bullying and Discrimination

Discriminatory bullying is addressed through:

- Anti-Bullying Policy
- Behaviour Policy
- Safeguarding procedures
- Restorative, relational approaches

11. Promoting Inclusion

We promote inclusion through:

- Trauma-informed relational practice
- Pupil voice
- Family engagement
- Inclusive trips and experiences
- Representation in resources
- Celebration of difference

We pay particular attention to groups who may face additional barriers, including pupils with SEND, looked-after and previously looked-after children, and pupils with protected characteristics, to ensure equitable access to learning, support and opportunity.

12. Public Sector Equality Duty

We publish:

- Annual equality information
- Equality objectives (at least every four years)

We monitor outcomes and adjust provision to address inequality.

13. Monitoring and Review

This policy is reviewed annually.

Impact is monitored through:

- Behaviour data
- SEND outcomes
- Attendance
- Pupil voice
- Parental feedback
- EDI Action Plan reviews

Appendix A: Equality Act 2010 Protected Characteristics

The definitions used in this appendix are based on the Equality Act 2010, the full text of which is available [here](#).

Age: The Act protects people of all ages; however, differential treatment because of age is not unlawful direct or indirect discrimination if it can be justified, i.e. if you can demonstrate that it is a proportionate means of achieving a legitimate aim. Age is the only protected characteristic that allows employers to justify direct discrimination.

Disability: The Act protects people who are disabled; the Act defines this as someone who has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Gender reassignment (including trans and gender-diverse pupils): The Act protects transgender people. The Act no longer requires a person to be under medical supervision to be protected, so a person who does not undergo any medical procedures would be covered by these protections.

Marriage and civil partnership: The Act protects people who are married or in a civil partnership against discrimination. Single people are not protected.

Pregnancy and maternity: The Act protects people against discrimination on the grounds of pregnancy and maternity during the period of their pregnancy and any statutory maternity leave to which they are entitled.

Race: The Act protects people of all races; the Act's definition of race includes colour, nationality, and ethnic or national origins.

Religion or belief: The Act protects people of any religion, including specific denominations or sects, as well as a lack of religion, i.e. employees or jobseekers who do not follow a certain religion or do not follow any religion are protected. The Act protects people of any belief; this is defined as any religious or philosophical belief, or a lack of such belief, that is a weighty and substantial aspect of human life and behaviour.

Sex: The Act protects men and women.

Sexual orientation: The Act protects lesbian, gay, bisexual and heterosexual staff.