



Growing determined, courageous, kind individuals proud to be Priory children.

Equality Objectives Statement

Priory School is committed to equality, equity, diversity and inclusion as both an employer and an education provider. We welcome our duties under the Equality Act 2010 and the Public Sector Equality Duty.

We have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between different groups

This statement should be read alongside our published equality information and equality objectives, which demonstrate how we are meeting these duties in practice.

We will not discriminate against, harass or victimise any pupil, prospective pupil, parent, carer, staff member or visitor on the basis of the protected characteristics defined in the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We recognise discrimination by association and perception.

Promoting Equality and Inclusion for Pupils

We are a highly inclusive school community and are committed to creating a safe, respectful and welcoming environment where every pupil can thrive. We aim to:

- Remove barriers to learning through reasonable adjustments and adaptation
- Deliver an inclusive curriculum that reflects diversity and actively challenges prejudice
- Promote pupils' spiritual, moral, social and cultural development

- Actively challenge racism, discrimination and stereotyping
- Support pupils' wellbeing through trauma-informed, relational approaches
- Ensure equitable access to trips, clubs and enrichment

Our approach is underpinned by our **Pupil Equality, Equity, Diversity and Inclusion Policy** and our Equality, Diversity and Anti-Racism Action Plan.

Promoting Equality and Inclusion for Staff

We are committed to providing a working environment where all staff feel valued, respected and psychologically safe. We will:

- Recruit, develop and promote staff fairly and on merit
- Make reasonable adjustments for disabled staff and those with health needs
- Actively prevent harassment and sexual harassment
- Promote inclusive leadership and respectful professional relationships
- Take a compassionate, trauma-informed approach to staff wellbeing

Our approach is set out in our **Staff Equality, Equity, Diversity and Inclusion Policy** and related HR policies.

Dealing with Discrimination and Prejudice

We do not tolerate discrimination, bullying or prejudice-related incidents. All concerns are taken seriously and addressed in line with our Behaviour, Safeguarding, Anti-Bullying and HR policies using fair, consistent and, where appropriate, restorative approaches.

Our Equality Objectives (2026–2028)

Our equality objectives are embedded within our School Development Plan and focus on reducing barriers to learning, participation and wellbeing for pupils who face disadvantage or additional needs, particularly pupils with SEND and disadvantaged pupils.

Objective 1 – Closing gaps for pupils with SEND and disadvantaged pupils

To reduce attainment gaps in writing and maths for pupils with SEND and disadvantaged pupils by strengthening adaptive teaching, increasing independent practice, and delivering high-quality, targeted interventions.

Objective 2 – Building staff capacity to make effective reasonable adjustments

To ensure all staff are confident and skilled in making effective reasonable adjustments for pupils with SEND through high-quality CPD, enabling inclusive classroom practice to be consistently embedded across the school.

Objective 3 – Creating inclusive learning environments that support regulation and communication

To improve pupils' readiness to learn, regulate and communicate by developing inclusive, sensory-sensitive classroom environments and teaching approaches that support emotional wellbeing, focus and purposeful interaction.

Monitoring and Review

We publish equality information annually and equality objectives at least every four years. Progress is monitored by SLT and Governors through:

- Behaviour and bullying data
 - Attendance and outcomes
 - SEND outcomes
 - Staff workforce data
 - Pupil voice and parental feedback
 - Review of our EDI and Anti-Racism Action Plan
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Version	Authorised	Approval Date	Effective Date	Review Date
1	FGB	November 21	November 21	November 22
2	FGB	March 2023	March 2023	March 23
3	FGB	March 2024	March 2024	March 26
4	FGB	March 26	March 26	March 28

Signed: -----

Date:

Caroline Masih

Chair of Governors