**Compliance with the public sector equality duty**

The school is satisfied that it fulfils the public sector equality duty under s149 of the Equality Act 2010 and the objectives and publication duties under the regulations- Equality Act 2010 (Specific Duties) Regulations 2011 (the Regulations).

*‘The school is keen to promote equality of opportunity and discrimination of any kind is eliminated’.*

*Ofsted report-June 2013*

The equality duty in the Act is by reference to a list of specified “relevant protected characteristics” and Governors must ensure that the school’s policies and procedures address each of these.

1. Age. The age of students attending the school is established as 11-16, legislation prescribes those elements of the provision of state funded education which relate to age. With regard to staff at the school, legislation also provides a statutory framework concerning age, and no separate action is required under the equality duty.
2. Disability. Admission to the school of students with a disability and a statement of special educational needs is controlled by legislation. Disability issues in respect of staff have long been covered by the various discrimination statutes brought together in the Act.
3. Gender re-assignment. The school is currently unaware of any student or member of staff undergoing gender reassignment. Gender re-assignment is amongst the characteristics mentioned in the Inclusion policy; there is a clear statement that the uniform policy may be varied for individuals upon a case by case basis when dealing with gender dysphoria or reassignment.
4. Pregnancy and maternity. This is covered in the inclusion policy. Priory is committed to enabling any student who becomes pregnant to continue to access education with as little disruption as possible both during pregnancy and afterwards. Policies and procedures in respect of any member of staff becoming pregnant and their rights, both statutory and contractual, are clearly defined.
5. Race – this is covered within existing policies, practices and procedures, in respect both of staff and students.
6. Religion and belief – this is covered within existing policies, practices and procedures, in respect of both staff and students.
7. Sex – this is fully covered within existing policies, practices and procedures, in respect of both staff and students
8. Sexual orientation – this is covered primarily in that part of the inclusion policy dealing with bullying.

It is the assessment of both SLT (through thorough school self-evaluation policies and procedures) and Ofsted that the ethos and practices of the school have due regard to the need to

* Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act
* Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
* Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
* Remove or minimise the disadvantages suffered by those who share a relevant protected characteristic that are connected to that characteristic
* Take steps to meet the needs of persons who share a relevant protected characteristic from the needs of persons who do not share it, and
* Encourage participation in activities  in which such persons are underrepresented

School systems/procedures that directly support the equality duty

* Policy reviews esp. Inclusion Policy, Anti-Bullying Policy, SEND Policy and SRE Policy
* School Access Plan
* Bi-annual parent questionnaires
* SEN Annual reviews
* Life programme
* Targeted assemblies
* Staff CPD
* Governors meetings
* School parliament