



THE PRIORY SCHOOL

D O R K I N G

Headteacher: Mrs J Trimnell



The Priory School – Equality Statement

At The Priory School, we are committed to eliminating discrimination and all forms of conduct prohibited by the Equality Act 2010. As a Voluntary Aided Church of England secondary school serving a diverse student body of 666 students aged 11-16, we recognise that fostering an inclusive, respectful, and safe environment is essential to our vision of “Building Success Together” and the values of Wisdom, Dignity, Hope, and Community.

Understanding Our Duty

The Equality Act 2010 requires us to prevent discrimination based on protected characteristics, including age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, and marriage and civil partnership. We understand that eliminating discrimination is fundamental to ensuring that every student is treated with dignity and given equal opportunity to flourish in line with our school vision.

Policies and Practices

To uphold this commitment, The Priory School implements clear, robust policies and procedures that explicitly address discrimination:

- **Behaviour Policy:** Our behaviour policy clearly states our zero-tolerance stance on discriminatory behaviour or language, including bullying or harassment based on any protected characteristic. It outlines clear consequences and restorative approaches to support positive behaviour.
- **Anti-Bullying Policy:** This policy specifically addresses discrimination-related bullying, such as homophobic, racist, or disability-related bullying. We actively monitor incidents and work closely with students, parents, and staff to resolve issues and support victims.
- **Recruitment and Pay Policies:** We ensure fairness and transparency in recruitment and pay, actively avoiding discrimination and promoting equal opportunities for all staff, reflecting our commitment to modelling equality throughout the school community.

Training and Awareness

- We provide regular training and updates for all staff and governors on their responsibilities under the Equality Act. This ensures that everyone is aware of how to identify and challenge discriminatory behaviour promptly and effectively.



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- Staff meetings and governor sessions routinely include discussions on equality and safeguarding, reinforcing the importance of compliance with the Act and promoting a culture of respect.

Monitoring and Evidence

- The school monitors behaviour incidents and complaints related to discrimination carefully, analysing data to identify patterns or inequalities. This helps us to take timely action to address any emerging issues.
- We maintain detailed records of staff training, behaviour incidents, and the outcomes of any discrimination-related investigations, demonstrating our due regard to the duty to eliminate discrimination.

Community and Curriculum

- The Priory School's curriculum and assemblies promote understanding, tolerance, and respect for all individuals, reflecting the diverse backgrounds and beliefs of our students.
- We actively encourage positive relationships and community cohesion among students from different ethnic, religious, and social backgrounds through inclusive extracurricular activities and community engagement initiatives.

Conclusion

By embedding these policies, practices, and values into every aspect of school life, The Priory School ensures full compliance with the Equality Act 2010's requirement to eliminate discrimination and other prohibited conduct. Our determined and proactive approach guarantees that every student is valued, supported, and empowered to thrive in a safe and inclusive learning environment, fully aligned with our Christian ethos and school improvement priorities.