



Equality and Objectives Policy

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1. Aims

Prime7 MAT aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination

- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The trust board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher's will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff – Teona Yardley-Barnes for equality will:

- Support the headteachers in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteachers in identifying any staff training needs, and deliver training as necessary

All staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

Prime7 MAT is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Prime7 MAT has a designated member of staff for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

Prime7 MAT aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

Prime7 MAT ensures it has due regard to equality considerations whenever significant decisions are made.

Prime7 MAT always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1: To support our schools across the Trust to effectively deliver LGBT and inclusive RSE at all levels.

Why we have chosen this objective: to ensure that our schools have a culture of inclusivity at all levels and appreciate everyone for who they are. We have LGBT families represented in our communities and we want to make sure that all of our children are educated to celebrate differences.

To achieve this objective, we plan to: to ensure that LGBT and identities are discussed openly and sensitively across the curriculum to help educate about diversity and prevent HBT bully and language. to ensure that PSHE leads are supported to adapt curricular where necessary.

Progress we are making towards this objective:

Objective 2: To advance the equality of opportunity between different groups of pupils across all of our schools.

Why we have chosen this objective: we want to ensure that our curriculum is ambitious for all of our children.

To achieve this objective, we plan to: ensure that the curriculum is developed and is accessible for all pupils so that inclusivity is promoted.

Progress we are making towards this objective:

Objective 3: to ensure that all of our families have the right to be treated with equal respect.

Why we have chosen this objective: to ensure that we have respectful relationships across all of our schools for all of our children.

To achieve this objective, we plan to: analyse behaviour and safeguarding records to look for patterns or trends in nationality of family or use of language for behaviour incidents.

Progress we are making towards this objective:

9. Monitoring arrangements

The trust board will update the equality information we publish at least every year.

This document will be reviewed by the senior leadership team annually.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND Information Report