

# Equality and Diversity Statement and Objectives



*Reviewed by Jodie Cooper*  
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## Equality and Diversity Statement and Objectives

Equality of opportunity is at the heart of our values as an Academy. We are against all forms of discrimination - whether that be on grounds of race, religion, gender, ethnicity, sexual orientation, disability or age. We oppose all forms of intolerance towards any group, however manifested. We have zero tolerance of any form of discrimination or prejudice.

As a school we work closely with Telford and Wrekin Multi Diversity

Team <http://www.telfordeducationalservices.co.uk/multicultural-development-team-mdt>, Telford and Wrekin MDT opens in new tab

Telford African & African Caribbean Resource Centre <https://www.facebook.com/TAARCuk/TAARCuk> opens in new tab, as well as our wonderful school community.



### Equality Objectives Statement

At Priorslee Academy, we welcome our duties under the Equality Act 2010. These duties are

- Eliminating discrimination
- Fostering good relationships

- Advancing equality of opportunity

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

Priorslee aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Priorslee believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

**Our School Development Plan/Objectives for Equality and Diversity for 2025 - 2026 focuses upon:**

#### **Vision Statement**

To celebrate and strengthen our inclusive ethos by embedding equality and diversity across all aspects of school life—ensuring every child feels seen, valued, and empowered.

#### **Priority 1: Curriculum Enrichment & Cultural Representation**

##### **Objective:**

Deepen cultural understanding and representation through curriculum, resources, and experiences.

Action	Timeline	Responsibility	Outcome
Embed cultural diversity links across subjects (History, RE, English, Art)	Autumn–Spring Term	Curriculum Leads	Pupils explore diverse perspectives and contributions
Expand representation in books and classroom resources	Autumn Term	Literacy Lead	Children see themselves and others reflected in learning
Audit and refresh displays to reflect ethnic, linguistic, and cultural diversity	Autumn Term	Display Coordinator	School environment promotes inclusion and belonging
Organise termly trips to places of worship (e.g. mosque, synagogue, temple, church)	Ongoing	RE Lead & SLT	Pupils gain respectful understanding of different faiths

### Priority 2: School of Sanctuary Application

**Objective:** Recognise and formalise the school's commitment to being a safe and welcoming place for all.

Action	Timeline	Responsibility	Outcome
Begin application process for School of Sanctuary award	Autumn Term	SLT & EAL Lead	School recognised for inclusive practices
Engage pupils in learning about sanctuary, migration, and belonging	Spring Term	PSHE & Literacy Leads	Empathy and global awareness developed
Host a Sanctuary Celebration Day	Summer Term	SLT & Community Liaison	Whole-school event promoting unity and welcome

### Priority 3: Staff Development & Community Engagement

**Objective:** Strengthen staff capacity and community involvement in promoting equality and diversity.

Action	Timeline	Responsibility	Outcome
Provide ongoing CPD on inclusive teaching and EAL strategies	Autumn–Spring Term	SLT & SENCo	Staff equipped to support diverse learners
Consult parents on EDI-related policies and practices	Spring Term	SLT & Parent Liaison	Stronger home–school partnership and transparency
Invite diverse community speakers and role models into school	Ongoing	SLT & Class Teachers	Pupils inspired by real-world representation

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Priorslee Academy does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At Priorslee, our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

The school's employees will not:

- Discriminate against any member of the school
- Treat other members of the school unfairly

The school's employee's will:

- Promote diversity equality
- Encourage and adopt an inclusive attitude
- Lead by example

Priorslee Academy does not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin

- Religion or belief
- Sex or sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures or staffing decisions are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated at Priorslee and we are continuously working towards a more accepting and respectful environment for our school's community.