



TOWNLEY
— EST 1937 —
GRAMMAR SCHOOL

Equality Objectives

Equality Objectives Statement
(Based on the Equalities Act 2010)

Opening Statement

Townley Grammar School is committed to both the principles and the implementation of equal opportunities, diversity, and inclusion for all members of our community. We value the diversity of our Trust and this is reflected in our mission statement and core values. We strive to eliminate unlawful discrimination and to promote equality and diversity strategy within the context of prevailing legislation. We will also work towards promoting equality of opportunity and outcomes developing an inclusive and enabling environment for all staff and students.

We aim to

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Act within the spirit of the Equalities and Human Rights Commission best practice/guidance
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics and create harmonious, cohesive communities in our schools
- Ensure the Trust is a safe, secure and stimulating environment for all
- Recognise that some staff and students, those with protected characteristics may need additional support to help them achieve and flourish
- Instil in our students a strong sense of belonging
- Adhere to the Seven Principles of Public Life (Also known as the Nolan Principles)

Dealing with Prejudice:

We teach and actively role model to students our school values. We will not tolerate, bullying, discriminatory treatment, harassment, or intimidation of any individual or group and will act promptly to investigate any complaints and take the relevant actions in light of the findings.

The school aims to ensure that all policies (recruitment, disciplinary, etc.), procedures, and practices provide fair and equal treatment for all. No staff or student will be treated less favourably than any other person.

The Protected Characteristics under the 2010 Equality Act are:

- Age
- Disability
- Gender including Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

In addition to these characteristics, we will also consider: Ethnic origin and nationality.

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.

This statement acknowledges the importance of the Nolan Principles and seeks to promote them accordingly with all members of the Townley community

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Closing statement

Any form of Prejudice and discrimination are not tolerated at Townley Grammar School. We continuously work towards embedding a community free from any type of prejudice and discrimination where students and staff feel a strong sense of belonging and at ease as unique individuals and valued within our community. We educate our students to be positive and kind members of the community and treat each other with respect. .As a school we strive to ensure we build bridges across the sector and where appropriate work with external organisations for the benefit of our students.