



Equality Act Statement

The King's (The Cathedral) School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We are committed to reducing disadvantage, discrimination and inequality of opportunity, and to promoting diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success, we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality, what forms discrimination can take, and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

- A school may arrange pupils in classes based on age;
- A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- age (in relation to staff only);
- disability;
- gender re-assignment;
- marriage and civil partnership (in relation to staff only);
- pregnancy and maternity;
- race;
- religion, faith or belief;
- sex; and
- sexual orientation.

As an Academy Trust, and employer, we will also not accept any of the following:

- direct or indirect discrimination;
- harassment; and
- victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with our specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how we are complying with the Public Sector Equality Duty. Published Information will be updated annually and objectives will be updated every four years. This information is available on our website.

The King's (The Cathedral) School

Equality Objectives

Our Objectives

The King's School has set five key equality objectives which are intended to promote equality within the School. These priorities are based upon a consideration of the School's performance data and stem from a strong commitment to promoting equality within the School, which is itself part of our wider Christian ethos.

The School is committed to:

- narrowing the gap in performance of ethnic minority groups;
- increasing understanding between religious groups;
- encouraging girls and boys to consider non-stereotyped career options;
- improving the performance of low ability SEND pupils;
- improving the progress of disadvantaged pupils so that they achieve at least at the level of their cohort.

The School considers these objectives to be achievable. Our progress in meeting these objectives will be evaluated at least annually.