



S T A F F O R D

14-19 Partnership

Equality Information and Objectives Policy

Signature: M Winkle Name: M Winkle Date: 24/06/2026
Chair of Partnership Governance Forum

Signature: M Mason Name: M Mason Date: 24/06/2026
Chair of Partnership Executive Group

CHANGE CONTROL

Date	Issue	Details of Change
	1.0	Initial Approved Version Controlled Document

Aims

The Stafford 14-19 Partnership recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race/nationality/ethnicity, sex, disability, gender reassignment, maternity and pregnancy, marriage/civil partnership, religion/belief, sexual orientation or age.

The Stafford 14-19 Partnership 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.

Objectives

The Stafford 14-19 Partnership uses six guiding principles that aim to eliminate discrimination, advance equality of opportunity and foster good relations. These are published in our Prospectus and on the Partnership Website.

1. All learners are of equal value

The Stafford 14-19 Partnership sees all learners and potential learners, and their parents and carers, as of equal value.

2. We recognise and respect difference

Treating people equally (principle 1) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face.

3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote positive attitudes, interactions and mutual respect.

4. We observe good equalities practice in staff recruitment, retention and development

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development.

5. We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist.

6. Society as a whole should benefit

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life.

Roles and Responsibilities

The Partnership Manager will check annually that each Partner School has in place an Equal Opportunities policy, which covers both its home-based and guest students.

The PGF will receive confirmation that Equal Opportunities policies are in place at each of the Partnership schools

Monitoring and Review

The Partnership Manager will review the equality policy annually to ensure that all procedures are up-to-date.