

Holy Trinity Church of England (VA) Primary School



Believe • Achieve • Inspire •

Equality Objectives 2025-6

SCHOOL VISION

Our vision is for our pupils to flourish in an inclusive, inspirational place of learning where we are happy, respectful, kind and safe.

At Holy Trinity Church of England Primary School our Christian vision shapes all we do.

*"I know that there is nothing better for people than to be happy and to do good while they live."
Ecclesiastes 3:12.*

- we facilitate opportunities so every child can flourish in a place where they feel safe, **happy and confident**.
- staff **well-being** and professional development is valued and supported in order to fulfil their roles, inspire others and experience personal **fulfilment**.
- the school provides facilities that enables an **optimum learning environment**.
- the **school plays a central role within our community** and enjoys strong **links with the church, local companies and other schools**.
- we create a culture of vigilance to safeguard all children

'I know that there is nothing better for people than to be happy and to do good while they live.'
Ecclesiastes 3:12

The Governors and staff of Holy Trinity Primary School are committed to the principle and practice of equality of opportunity.

We have an inclusive ethos which means all staff, pupils and parents work together to ensure that everyone, regardless of race, gender, sexual orientation, disability or social background can thrive. We aim to create a culture where children can grow to be content, living well in their own skin, and happy for others for the skin they're in.

Alongside our commitment to valuing the cultural inheritance of all the pupils in the school we also develop our pupils understanding and appreciation of equality and diversity, in both the school and wider British society.

Through our RHSE, PSHE, RE, P4C and Collective Worship, we ensure our pupils consider and value diversity and celebrate different cultural inheritances.

Pupils are taught to respect and celebrate difference and understand that everyone, regardless of race, gender, sexuality or disability has equal value. Staff model respect and understanding in all their dealings within school. Empathy and care for others are part of our core values.

We carefully monitor the progress of pupils who fall into particular groupings (e.g Free School Meals, Black Minority, Ethnic, Girls, Boys, Special Educational Needs, and English as an Additional Language) and put in place strategies within and outside of the class to ensure everyone achieves their best.

Our equality objectives are:

- To promote spiritual, moral, social and cultural development through all appropriate curriculum and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.
- To continue to develop the role of our Pastoral Support to ensure full engagement and inclusivity of all sections of the school community.
- To ensure the disadvantaged and vulnerable pupils receive pastoral support so they are better equipped to achieve their full potential.
- To promote British Values through assembly programmes and curriculum activities to ensure there is tolerance and respect for all faiths and cultures.
- To use contextual data to improve its support to individuals and groups of pupils.
- To monitor achievement data by ethnicity, gender and disability and action any gaps.
- To take account of the achievement of all pupils when planning for future learning and setting challenging targets.
- To ensure equality of access for all pupils and prepare them for life in a diverse society.
- To use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping.
- To promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice.
- To provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- To seek to involve all parents in supporting their child's education.

This policy was adopted by Holy Trinity CE Primary School and agreed and ratified by the Full Governing Board.

Approved by.....on behalf of the School Governing Board.

Signature:.....

Date:.....