

## Holy Trinity Church of England (VA) Primary School



Believe • Achieve • Inspire •

### Equality Policy

#### 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.

#### **Aims and Objectives**

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Holy Trinity Church of England

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

Primary School is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

At Holy Trinity Church of England Primary School children, staff and parents work together to foster a positive and effective learning environment, creating mutual respect within a calm, safe and happy school. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist, homophobic, biphobic and transphobic bullying and language. (See ['Valuing All God's Children'](#) Autumn 2019)

As a school we welcome our duties under the [Equality Act 2010](#). The general duties are to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race (ethnicity)
- sex (gender)
- gender reassignment
- maternity and pregnancy
- religion or belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions **(we will not publish any information that can specifically identify any child)**.
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following areas:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will promote equality in some or all of these areas. However where we find evidence of significant inequalities for any particular group in other areas we may include objectives to address these.

We also welcome our duty under the [Education and Inspections Act 2006](#) to promote community cohesion. As a Church of England school, we take this duty seriously and work closely with the local church to promote and develop relationships in the community.

We recognise that these duties reflect international human rights standards as expressed in the [UN Convention on the Rights of the Child](#), the [UN Convention on the Rights of People with Disabilities](#), and the [Human Rights Act 1998](#).

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

### Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We ensure that both our pupils and staff have an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

### Responsibility

We believe that promoting equality is the whole school's responsibility:

| School Community       | Responsibility                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governing Board        | Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.                                                                                                                                                                     |
| Headteacher            | As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day-to-day duties. Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. |
| Senior Leadership Team | To support the Headteacher as above.<br>Leading on actions to achieve our equality objectives. Ensuring fair treatment and access to services and opportunities. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.                                                                                                                                                               |
| Teaching Staff         | Helping in delivering the right outcomes for pupils. Upholding the commitment made to pupils and parents/carers on how they can be expected to be treated. Designing and delivering an inclusive curriculum. Ensuring that they are aware of their responsibility to record and report prejudice related incidents.                                                                                                                        |
| Support Staff          | Supporting the school and the Governing Board in delivering a fair and equitable service to all stakeholders.<br>Upholding the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated.<br>Supporting colleagues within the school community.<br>Ensuring that they are aware of their responsibility to record and report prejudice related incidents.                                          |
| Parents                | Taking an active part in identifying barriers for the school community and in informing the Governing Board of actions that can be taken to eradicate these.<br>Taking an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.                                                                               |
| Pupils                 | Helping the school to achieve the commitment made to tackling inequality.<br>Upholding the commitment made by the Headteacher on how pupils and                                                                                                                                                                                                                                                                                            |

|                         |                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                         | parents/carers, staff and the wider school community can be expected to be treated.                                                                                                                                                                                                                                                                      |
| Local Community Members | Taking an active part in identifying barriers for the school community and in informing the Governing board of actions that can be taken to eradicate these. Taking an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all. |

We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the *school website, Newsletters, SDP, Reports to Governors*

### **Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Governing Board.

### **Monitor and Review**

Every year we will review our equality objectives. taking into account any changes in our school profile and other evidence of need. Our objectives will sit in our overall School Development Plan and therefore will be reviewed as part of this process.

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:.....