



# HOLY TRINITY

A learning community providing Catholic and Church of England education for all

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## Equality Information and Objectives

### Legislation and guidance

This document supersedes all previous school policies relating to disability, gender and ethnicity and race.

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](#).

The Equality Act makes it unlawful to treat someone differently, through direct or indirect discrimination, harassment or victimization and by failing to make a reasonable adjustment for a disabled person.

### Objectives

Holy Trinity welcomes its duties 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

The protected characteristics under the Act are: age, disability, ethnicity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

### Roles and Responsibilities

The governing body is responsible for:

- Ensuring the school complies with current equality legislation
- Ensuring that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegating responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher is responsible for:

- Promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Monitoring success in achieving the objectives and reporting to governors
- Taking appropriate action in cases of harassment and discrimination

The designated member of staff for equality (Deputy Headteacher) will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying staff training needs, and delivering training

All school staff are responsible for

- promoting an inclusive and collaborative ethos in the classroom
- modelling good practice, dealing with discriminatory incidents
- promoting equality
- undertaking training as appropriate.

Pupils are responsible for:

- supporting the schools equality ethos
- sharing concerns with, and reporting issues to, a member of staff.

Parents/Carers are responsible for:

- supporting the schools equality ethos
- sharing concerns with, and reporting issues to, a senior member of staff.

Visitors and contractors are responsible for:

- following our expectations regarding equality.

## **Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

We see all staff, pupils, and their parents and carers, as being of equal value. We recognise and respect difference. Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities will not discriminate but will nevertheless take account of differences of life-experience, outlook and background, and of the kinds of barriers and disadvantage people may face as a result of their particular characteristics.

## **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in the life of the school.

## **Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes organising school trips and activities based around the local community and working with local charities
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's enrichment activities.

## **Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip is accessible to pupils with disabilities

Our recruitment and selection process is compliant with the Equality Act 2010

## **Concerns and complaints**

In the first instance the deputy headteacher should be contacted. If issues or concerns remain unresolved these should be raised in accordance with the college's Complaints Policy.

## **Equality objectives**

Objective 1: to narrow the gap in attainment between boys and girls at all key stages so that the school is at least in line with national for both boys and girls.

Objective 2: To improve attendance for those pupils with a high level of medical need across the academic year by minimising incidental absences.

Objective 3: To reduce the number of exclusions for boys, including boys with more than one exclusion, so that they are in line with national.

Objective 4: To reduce the incidence of the use of homophobic, sexist and racist language by students in the school by training all staff by the end of 2018-19 to respond consistently to prejudice-related incidents.

## **Monitoring progress towards the achievement of objectives**

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with protected characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish a summary of behaviour data (including exclusions) broken down by characteristics

This information will be published annually as part of the Headteacher's report to governors at a full governing body meeting.

In addition, a brief commentary on the above data, summarising evidence of performance in relation to the above headings will be published with this document on the school's website.

This summary will not contain specific data as this could enable identification of individuals. Instead, it will be a commentary of the review by governors.

## **Links to other Policies & Documents**

Accessibility Plan  
Special Educational Needs Policy  
Supporting Pupils with Medical Needs Policy  
Anti-bullying Policy  
Behaviour Policy  
Charging Policy  
Curriculum Policy  
Leave of Absence Policy

Shared Parental Leave Policy  
Staff Development Policy  
Staff Grievance Policy  
Staff Pay Policy

## Policy Review

The equality information we publish in this document will be reviewed and updated annually by the Ethos, Welfare and Admissions Committee of the Governing Body.

This objectives will be reviewed by every 4 years.

This document was last reviewed and agreed by the Governing Body on 3<sup>rd</sup> May 2018 and is due for review by the Ethos, Welfare and Admissions Committee before May 2019. The objectives will be reviewed before May 2022.



Signature .....  
Head Teacher

3<sup>rd</sup> May 2018  
Date .....



Signature .....  
Chair of Committee

3<sup>rd</sup> May 2018  
Date .....