Holy Trinity CofE Primary School

Equality Policy

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Contents:

Vision Statement

Statement of intent

Vision Statement

At Holy Trinity we believe that all people are precious and honoured in God's sight. From this belief comes a determination for all within our community to experience life in all its fullness, as promised by Jesus.

We embrace the holistic development for all in our community so that they may flourish academically, emotionally, and spiritually.

All that we do is underpinned by the modelling and promotion of six core values. These are: Justice, Service, Perseverance, Gratitude, Compassion, Courage and build on previous values of Peace, Hope, Friendship, Respect, Honesty and Forgiveness.

We offer a vision of human flourishing for all, one that embraces excellence and academic rigor, but sets them in a wider framework.

Statement of Intent

Holy Trinity C of E Primary School is committed to promoting equality of opportunity for all staff and pupils. We aim to create an environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We are committed to supporting our staff and pupils to be themselves without judgement and ensuring that diverse communities are celebrated.

In line with the Equality Act 2010, we do not discriminate against staff or pupils on the basis of age; gender reassignment; being married or in a civil partnership; being pregnant or on maternity leave; disability; race including colour, nationality, ethnic or national origin; religion or belief; sex; or sexual orientation. These are called protected characteristics.

In the context of our school we also include economic disadvantage within this policy, recognising that this has one of the most significant impacts on the achievement of children and young people.

All staff have a duty to act in accordance with this policy and treat everyone within the school community with dignity at all times, and not to discriminate against or harass other members of staff or pupils, regardless of their status.

This policy covers all individuals, present and past, working at all levels and grades, including members of the SLT, teachers, TAs, learning mentors, support staff, trainees, home workers, part-time and fixed-term employees, volunteers (including governors), interns, casual workers, and agency staff (collectively referred to as ‘staff’ in this policy).

Types of Discrimination

Discrimination can come in one of the following forms:

- direct discrimination - treating someone less favourably than others on the basis of a protected characteristic
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone at an unfair disadvantage on the basis of a protected characteristic
- harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- victimisation - treating someone unfairly because they've complained about discrimination or harassment

Guiding Principles

In fulfilling the legal obligations above and in line with our school vision we are guided by a number of key principles.

Principle 1 – We value all members of our school community.

In line with our school vision (Isaiah 43 verse 4):

We see all learners as of equal value.

We see all parents as of equal value.

We see all staff as of equal value.

Principle 2 – We treat individuals in accordance with their needs.

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities will not discriminate against individuals in relation to protected characteristics but will nevertheless take into account the different needs of each individual.

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

We intend that our policies, procedures and activities promote:

Friendship

Forgiveness

Hope

Honesty

Peace

Respect

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

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

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

We will continue to avoid and minimise any possible negative impacts of our policies. We take opportunities to consult with stakeholders to maximise positive impacts by reducing and removing inequalities and barriers that may already exist.

Roles and Responsibilities

The Governing Body are responsible for:

- Ensuring the effective operation of this policy.
- Ensuring compliance with discrimination law.
- Monitoring the composition of the workforce.
- Assessing how this policy, and any supporting action plans, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The Head Teacher is responsible for:

- Setting an appropriate standard of behaviour and leading by example.
- Making opportunities for training, development and progress available to all staff.
- Making staff progression decisions based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act 2010).
- Reviewing employment practices and procedures where necessary to ensure fairness.

- Updating employment practices and procedures, and this policy, to take account of changes in the law.
- The day-to-day operational responsibility of this policy.
- Reviewing this policy regularly.
- Organising equal opportunities training, including for those involved in management and recruitment.
- Answering questions about the content or application of this policy
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The Senior Leadership Team is responsible for:

- Setting an appropriate standard of behaviour and leading by example.
- Ensuring that those they manage adhere to this policy and promote the school's aims and objectives with regard to equal opportunities.
- Ensuring staff are helped and encouraged to flourish.
- Participating in appropriate training on equal opportunities awareness and equal opportunities recruitment and selection good practice.

The staff are responsible for:

- Acting as a role model for equality, diversity and inclusion across the whole school community.
- Being alert to the possible harassment of pupils both inside and outside of the school, dealing with any incidents appropriately.
- Conducting themselves to help the school provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
- Understanding that they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against their colleagues, customers, suppliers, visitors and the public.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by their colleagues, customers, suppliers, visitors, the public and any others in the course of the school's work activities.

The Curriculum

As part of our work to promote equality, we aim to ensure that within our educational provision children are offered opportunities to:

- Understand and celebrate diversity in all its forms.
- Learn about racial equality in a variety of curriculum areas.
- Develop an understanding of global citizenship.
- Understand the power of language particularly relating to verbal abuse.
- Develop an understanding of their rights, the rights of others and their responsibilities to each other.
- Develop an understanding and appreciation of other religious beliefs and cultures.
- Recognise and challenge prejudicial and discriminating attitudes and behaviour.
- Develop emotionally and intellectually with the personal qualities and attributes required to make a successful life in a diverse society.

Breaches of the Policy

We will consider every breach of the policy in light of the particular circumstances and if pupils are involved, take into account their age and level of understanding and the nature of the breach. We will call on support from the local authority, police or other agencies as appropriate.

The Public Sector Equality Duty

The school will meet its duty to publish:

- Annual information to demonstrate how the school is complying with the Public Sector Equality Duty, taking into account the specific circumstances surrounding pupils who have any of the protected characteristics outlined in the Protected characteristics section of this policy.
- Equality objectives (at least every four years) outlining how the school may further equality.

Monitoring and Review

- This policy will be reviewed by the headteacher and governing board annually and updated where appropriate – any amendments will be duly communicated to staff.

This policy will be reviewed annually. The next review date is 14.07.2027