



Equal Opportunities Policy

VISION

At Holy Trinity we welcome you to an exciting world of learning, discovery and friendship. We are passionate about nurturing every child, helping them to find and develop their own talents and be the best that they possibly can. Children will learn within a Christian community, surrounded by support, kindness, respect and fun; and will leave with fantastic memories to cherish forever.

Pupils' Voice

"Everyone should have the same chance to do things otherwise it's not fair."

Policy drafted by:	Kate Levick
Date:	Spring 2008
Staff Meeting:	
Curriculum Subcommittee:	Spring '08 '09
Governing Body Agreement:	Spring '08
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Holy Trinity CE Primary School Equal Opportunities Policy

This Equal Opportunities Policy is an umbrella policy that acts as a framework for policy action on individual issues.

Holy Trinity does not permit discrimination in any form, including discrimination by:

- sex (gender)
- race, colour, national origin or ethnic group
- disability
- sexual orientation
- religion or belief.

The principles of Equal Opportunities will be embedded at the heart of all Holy Trinity School policies and practices including (but not restricted to) those related to the following areas:

- able pupils;
- accessibility plan;
- admissions;
- behaviour;
- anti-bullying;
- charging;
- child protection;
- collective worship;
- staffing and recruitment;
- race equality;
- special educational needs.

The school will treat pupils in accordance with the following principles at all times:

1. Physical appearance will not give cause for victimisation, social isolation or educational disadvantage.
2. This school will actively discourage gender conditioning. Boys and girls will be offered equal access to all areas of the curriculum.
3. Individuals will be valued irrespective of their race or ethnic group. Positive steps will be taken to encourage pride in an individual's background. All pupils will be encouraged to understand and appreciate the wealth of cultural diversity.
4. This school will promote understanding of different religious beliefs.
5. Pupils with impairments will be offered equal access to all areas of the curriculum.
6. Opportunities for learning will be provided according to individual need and not always according to age.
7. This school accepts pupils from all social classes and aims to ensure that socio- economic circumstances do not have an adverse effect on educational opportunities and expectations.
8. Breaches of this policy will be dealt with in accordance with the school behaviour policy. Racist incidents will additionally be reported to the LEA.

Statutory Framework

Holy Trinity School will fulfil and build on its statutory obligations as set out by:

- The Equal Pay Act 1970
- The Race Relations Act 1976; The Race Relations Amendment Act 2000
- The Disability Discrimination Act 1995; The Disability Discrimination Act (Amendment) Regulations 2003; The Disability (Pensions) Regulations 2003; The Disability Rights Commission Act 1999
- The Sex Discrimination Act 1995
- The Education Act 1996: Part IV;
- The Education (Modification of Enactments Relating to Employment) Order 2003: SI 2003/1964; The Employment Equality (Religion or Belief) Regulations 2003: SI 203/1660; The Employment Equality (Sexual Orientation) Regulations 2003: SI 2003/1661

In particular:

Race Equality Policy – the school will:

- have a written race equality policy which should identify action to be taken to tackle racial discrimination and to promote racial equality and good race relations across all areas of school activity;
- assess the impact of policies on minority ethnic pupils, staff and parents to identify whether such policies help to achieve racial equality;
- monitor the implementation of the race equality policy and its impact on pupils, staff and parents and monitor the levels of pupil attainment by ethnicity.

Special Educational Needs – the school will:

- plan to increase access to the school curriculum, improving access to the physical environment of the school and improving the delivery of written information to disabled pupils;
- include in its annual report to parents:
 - information on arrangements for admitting disabled pupils to the school;
 - steps the school has taken to prevent disabled pupils being treated less favourably than other pupils;
 - facilities provided to help with access to the school for disabled pupils;
 - the accessibility plan.

Disability Equality and Accessibility – the school will:

- make reasonable adjustments if its premises or employment arrangements substantially disadvantage a disabled person compared with a non-disabled person;
- plan to increase over time the accessibility of the school and its facilities to disabled people.