



# Equal Opportunities/Inclusion Policy

## VALUES

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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."

"Everyone is an insider, there are no outsiders - whatever their beliefs, whatever their colour, "gender or sexuality"

Archbishop Desmond Tutu  
February 2004

Policy drafted by: Lucy Ashby & Fiona Whiteside

Date: Spring 2017

Review: Autumn 2018

New objectives: 2019

## Equality Objectives

- to ensure that all pupils regardless of gender, economic conditions, ethnicity or race make at least good progress and achieve their highest potential
- to ensure that all, but particularly vulnerable groups of children, have access to a wide range of clubs throughout the school year
- to ensure that a harmonious environment is maintained (social cohesion), including training for staff and governors regarding equity and diversity

## The General Duty

- to eliminate discrimination
- to advance equality of opportunity between persons who share relevant protected characteristics and those who don't
- to foster good relations between persons who share relevant protected characteristics and those who don't

The protected characteristics are:

- age
- disability – when the person has a physical or mental impairment which has a substantial and long term effect on his/her ability to carry out normal day-to day duties
- ethnicity and race
- gender
- gender reassignment – a transsexual person is someone who proposes to start or has completed a process to change his or her gender
- marriage and civil partnership
- pregnancy and maternity
- religion and belief

- sexual identity and orientation

**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:**

Physical appearance will not give cause for victimisation, social isolation or educational disadvantage.

This school will actively discourage gender conditioning. Boys and girls will be offered equal access to all areas of the curriculum.

Children dealing with gender identity will be treated with discretion and sensitivity.

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.

This school will promote understanding of different religious beliefs.

Pupils with impairments will be offered equal access to all areas of the curriculum.

Opportunities for learning will be provided according to individual need and not always according to age.

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.

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