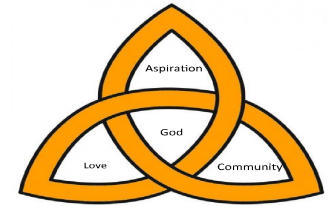




Equalities Duty and Objectives 2023



Our vision at Holy Trinity is:

To nurture children to love learning, love one another and love God.

Following the example of Jesus to '*love your neighbour as yourself*' we celebrate and respect the individuality, dignity and equal value of all. As an inclusive school we seek to reflect this in our everyday school life and live it through our Christian values of **love**, **aspiration** and **community**.

This document sets out and demonstrates how we are complying with our specific duties under the Public Sector Equality Duty, with particular regard to the protected characteristics.

At Holy Trinity everyone has fair and equal opportunities to develop and reach their full potential.

At Holy Trinity everyone has fair and equal opportunities to participate fully within our school community.

At Holy Trinity everyone is treated with respect and dignity.

Duty: To eliminate discrimination and other conduct prohibited by the Equality Act 2010

How the school is complying with its responsibilities

- All significant behaviour incidents are logged. There are very few of these incidents that show discrimination or prejudice related to bullying behaviour (including racist, and homophobic behaviour)

Actions Taken/Evidence

- Behaviour log is kept by HT. All children with timeout and given time to reflect on their actions and complete a reflection sheet linked to our school values
- Behaviour and Anti Bullying Policy (which is reviewed and updated regularly)
- Inclusive approach across the school reflected in learning walks and external behaviour audit (with reasonable adjustments made to ensure pupils with a disability are not disadvantaged)
- Any disrespect for or intolerance of people of different faiths, cultures or ethnicities, or of people with disabilities, is always challenged and managed directly and swiftly (as shown in the behaviour logs and reports to Governors).
- Anti bullying Week (delivered through Collective Worship and class teaching) is aimed at sending a clear and positive message that bullying is neither acceptable nor inevitable in our school and community. The event to raise awareness about bullying and the effects that it can have on the people that experience it.
- Emotional wellbeing practitioner employed to support children at lunchtimes across Years 3-6
- Lunchclub set up to support all children to have a positive and happy playtime

Duty: To advance equality of opportunity with people who share a protected characteristic and those that do not share it

How the school is complying with its responsibilities

Actions Taken/Evidence

<ul style="list-style-type: none"> • All children have opportunities to take part and compete in trips, clubs and sporting events, regardless of disability 	<ul style="list-style-type: none"> • Children with additional needs and disabilities participate in Borough Sports through Team 1000 • Children with Disabilities participate in the RISE swimming gala • Wellbeing Warriors welcome all children from year 3 - 6 (led by a child therapist) • Forest Friends nurture specifically supports children with additional needs • All clubs, including Infant and Junior Leadership teams and Eco Warriors, are open to all children regardless of abilities/disabilities • Some PPG/disadvantaged children supported financially • Feedback about Forest Friends from PPG/disadvantaged children very positive
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Duty: To foster good relationships between people who share a protected characteristic and those that do not share it

How the school is complying with its responsibilities	Actions Taken/Evidence
<ul style="list-style-type: none"> • Children are encouraged to share and learn about aspects of different cultures, nationalities, traditions, languages and faiths represented by our school community. 	<ul style="list-style-type: none"> • Our curriculum design and overviews reflect opportunities for pupils to : <ul style="list-style-type: none"> -learn about the Shang Dynasty -learn about importance of Black - Black History Month -Celebrate International Women's Day (Texts, assemblies,....) -understand and celebrate different faiths -understand and celebrate the roles of men and women in science • foster British Values

- use age-appropriate materials and guidance to promote understanding of gender stereotyping, sexual orientation and same sex relationships within the context of relationships and family life through our PSHE curriculum

- Family members are welcomed in to share key celebrations and celebrate our diverse community during International Day
- Whole school involvement in Mental Health Awareness Week, ODD Socks day, Children in Need, Comic Relief, Reverse Advent
- Houses reflect the diverse community in which we live; Attenborough, Seacole, Rashford, Pankhurst
- Weekly newsletters share projects, assemblies, trips and events that celebrate our diverse curriculum and community
- Book lists are broad and include diversity through race, culture, disability, gender, religion and beliefs and families
- Collective worship and assemblies celebrate our uniqueness and recognise and celebrate our differences
- Whole school staff training around diversity
- Racial justice conferences attended by HT and DHT

Equality Objectives

Set: June 2023

Review: by June 2027

Equality objectives should be clearly relevant to the groups with protected characteristics named in the Equality Act (gender, disability, gender reassignment, pregnancy and maternity, race, religion and belief, and sexual orientation), but may also refer to groups disadvantaged by social and economic factors.

To eliminate discrimination and other conduct prohibited by the Equality Act 2010		
	Actions	Evidence
<ul style="list-style-type: none">To ensure attendance at extra-curricular clubs by pupils with SEN/disabilities	<ul style="list-style-type: none">Attendance at clubs to be monitored to track uptake of children in vulnerable groupsTermly reports to SLT to monitor club participationRegular review of club offer to ensure breadth and quality.Priority places for extra-curricular clubs provided for children with SEND.Free/supported places offered to SEND/PPG children to enable participation	<ul style="list-style-type: none">SEND and PPG children attending range of clubs
To advance equality of opportunity with people who share a protected characteristic and those that do not share it		
	Actions	Evidence

<ul style="list-style-type: none"> ● Increase opportunities for pupils to learn about religions and faiths represented within our school. 	<ul style="list-style-type: none"> ● Visits to places of worship; 1 place each year ● Faith group, and different faith groups leading collective worship. ● Diversity parent steering group to monitor and ensure representation of different ethnic groups in school life and curriculum. ● Invite parents of different ethnic faiths in to school 	<ul style="list-style-type: none"> ● Parents will feel informed and valued ● Staff will be aware of language barriers of EAL parents and seek solutions eg interpreters/translators etc ● Children will be supported by parents having access to all information
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To foster good relationships between people who share a protected characteristic and those that do not share it

	Actions	Evidence
<ul style="list-style-type: none"> ● Improve the participation and engagement of parents who have English as an additional language. 	<ul style="list-style-type: none"> ● Create a small 'working party' of EAL parents to be able to: <ul style="list-style-type: none"> -Gain an understanding of what their barriers to involvement are -Provide feedback on the curriculum and our community and its effectiveness in promoting diversity and inclusion ● Identify staff and children who are multilingual and bring their language into school to celebrate it. ● Identify parents or staff that can act as translators for parents who need support understanding English ● Provide translations for key school communications 	<ul style="list-style-type: none"> ● Attendance registers for parent meetings/workshops will show increased participation across minority groups. ● PTA will better reflect the diversity of our school community.