



**Trinity**

Taunton Road

SE12 8PD

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Tel: 020 8852 3191

Fax : 020 8463 0201

Executive Headteacher

David Lucas BSc (Hons) MA NPQH

# Trinity All Through School

## TRINITY EQUALITIES OBJECTIVES POLICY 2018

<i>Date Governor Approval</i>	<i>Date of next review</i>	<i>Notes</i>
<i>June 2018</i>	<i>June 2020</i>	

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# Trinity Equalities Objectives and Policy



## Vision 2018 and beyond

The Trinity community will live “life in all its fullness” by:

- ✓ Establishing a unique and personalised learning journey through Trinity and beyond
- ✓ Continuing to nurture our warm and caring family environment to support all to flourish
- ✓ Inspiring all to achieve and celebrate ongoing and future successes.

Ethos	LEARNING	LOVING	LIVING
Distinctive characteristics	OPEN MINDED KNOWLEDGEABLE INSIGHTFUL	CARING PRINCIPLED RESILIENT	REFLECTIVE COURAGEOUS INDEPENDENT

### Trinity Commitments

Trinity is fully committed to promoting Equality and Diversity.

We ensure that everything we do helps to:

- Eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010
- Advance the equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those that do not.

### Trinity Commitments

Trinity school is committed to building a workforce which reflects diversity from the communities it serves and values the contributions from all staff from a wide range of different backgrounds. The School actively seeks to promote an environment that is free from discrimination and harassment and where all staff and pupils are encouraged to fulfil their full potential.

Our policy covers the need for equality in respect of the following protected characteristics:

- Age
- Disability
- Pregnancy, maternity and paternity
- Sexual orientation
- Race (including nationality; ethnic or national origin)
- Gender (including gender reassignment)
- Marital Status including civil partnership
- Domestic circumstances
- Carer responsibilities
- Religion or belief
- Trade union membership
- Social / economic background

Trinity School seeks to be an equal opportunity employer and is opposed to all forms of unlawful and unfair discrimination. We are determined to ensure that everyone working in or coming into contact with the School is treated fairly and not discriminated against on any of the above grounds.

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Our employment practices comply fully with current equalities legislation and associated codes of conduct. Decisions on recruitment and selection, promotion, training and other benefits are made objectively, without unlawful discrimination and based upon objective criteria.

We will aim for our workforce, including volunteers, to reflect the diverse society which we serve and provide a working environment free from any form of discrimination, harassment, intimidation, bullying or victimisation.

We recognise that the provision of equality of opportunity in all our activities will benefit the school. Our policy will help all staff to develop their full potential and talents and resources of staff will be utilised fully to maximise the effectiveness of the work of the school.

All employees are expected to co-operate fully with this policy and any member of staff found to have committed an act, or acts of discrimination or harassment will be dealt with under the School Disciplinary procedure. Proven discrimination or harassment will lead to summary dismissal.

**Responsibilities**

Governors	<p>Governors are responsible for making sure that Trinity complies with the provision of the Equality Act 2010 and any other relevant legislation.</p> <p>They achieve this broad aim by:</p> <ul style="list-style-type: none"> <li>• Promoting equality as an explicit aim in all school policies and ensuring it underpins all aspects of its work</li> <li>• Ensuring that this policy reflects a belief in diversity that embraces individuals and promotes community spirit</li> <li>• Ensuring that policies are developed through wide consultation in school and with the wider community</li> <li>• Ensuring no pupil is discriminated against in the provision of services offered to pupils that relate to education</li> <li>• Ensuring all job descriptions include a commitment to equality and diversity as part of their specifications</li> <li>• Ensuring that all recruitment, employment, promotion and staff development policies and practice reflect the ethos of Trinity and the requirements of equality legislation.</li> <li>• Incorporating equality targets into the School Improvement Plan to ensure all individuals and groups, regardless of protected characteristics, achieve their potential and make good progress.</li> </ul>
School Leaders	<p>Trinity School leaders are responsible for:</p> <ul style="list-style-type: none"> <li>• Making sure that the Equalities objectives and Equalities information is published and that the governors, staff, pupils, parents and the wider community know about it.</li> <li>• Ensuring that employment practices, including promotion and staff development are fair and non-discriminatory</li> <li>• Making sure the Public Sector Equality Duty is carried out producing regular information for staff and governors about the objectives, and how they are working, and providing training for them on the objectives if necessary</li> <li>• Making sure all staff and governors know their responsibilities and receive training and support carrying these out. Regular diversity and unconscious bias training.</li> <li>• Taking appropriate action in cases of harassment and racial, gender or other discrimination because of a protected characteristic.</li> </ul>
All staff	<p>All staff are responsible for:</p> <ul style="list-style-type: none"> <li>• Dealing with incidents of harassment based on protected characteristics and being able to recognise and tackle bias and stereotyping</li> <li>• Promoting equal opportunities positive attitudes, and avoiding discrimination against anyone on the groups of a protected characteristic.</li> <li>• Keeping up to date with the law on discrimination and taking up training and learning opportunities</li> </ul>

	<ul style="list-style-type: none"> <li>• Being aware of the importance of equality of opportunities and fairness as a staff body and drawing attention to any areas or events which may cause concern.</li> </ul>
All Pupils	<p>All pupils at Trinity school must support our equalities policy by:</p> <ul style="list-style-type: none"> <li>• Following our Ethos statement to ensure we are all Learning, Living good lives within a loving community.</li> <li>• Following our school policies to ensure all respect and live together in harmony at Trinity school.</li> <li>• Developing their character through our curriculum of tolerance and diversity</li> <li>• Supporting each other by reporting any form of prejudice / cause for concern so that we are all standing up for each other within our community.</li> </ul>
All members of the school community / Parents	<ul style="list-style-type: none"> <li>• All parents to read our equalities / behaviour / safeguarding / teaching, learning and assessment policies and act respectfully and responsibly when on school grounds.</li> <li>• All visitors of the school to sign our safeguarding statement in reception before being allowed to move around the site.</li> <li>• All members of the wider community can visit our website and read our equalities policy and objectives, as well as our behaviour and safeguarding policy. This ensures we are transparent to all.</li> <li>• To open and maintain communication with the school so that any concerns or incidents are reported directly to the school to deal with.</li> </ul>

### **Compliance with Equality Duty:**

Eliminate unlawful discrimination, harassment and victimisation	<ul style="list-style-type: none"> <li>• Our adverts and application monitoring ensures we eliminate unlawful discrimination of recruitment to ensure we employ staff from a wide background that reflects our school community.</li> <li>• Any form of discrimination, harassment or victimisation will not be tolerated in School. All our school policies are the guides to how all members of the school community live whilst in school, and are displayed around the school.</li> <li>• This includes our behaviour policy which ensures that all pupils have a right to learn, and that teachers have a right to teach, and that any disruptive behaviour is dealt with fairly quickly and calmly.</li> <li>• Our anti-bullying policy emphasises that we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school.</li> <li>• Celebrating diversity also forms a key part of our curriculum. Pupils take part in a daily act of worship which develops key themes of equality to ensure all are educated and understand the range of Christian views and British Values of tolerance and equality.</li> </ul>
Advance equality of opportunity	<ul style="list-style-type: none"> <li>• Work to close gaps in attainment and achievement between pupils and all groups of pupils; especially boys and girls, students eligible for FSM, Students with SEND, LAC and pupils from different heritage groups.</li> <li>• To ensure that there is equality of professional opportunity and development with the school's employed staff with representation of staff in leadership roles being reflective of groups with protected characteristics.</li> <li>• Pupil Premium Leads attend regular training to ensure that up to date practice is implemented in both sites.</li> </ul>
Fostering good relations between all people	<ul style="list-style-type: none"> <li>• Our pupil voice / leadership programmes enables all voices to be heard and taken seriously with regular meetings with the leadership team.</li> <li>• As part of our Daily worship and PSHE / SMSC / British values programmes tolerance and diversity are taught and practiced.</li> <li>• The school actively and proudly supports a number of charities.</li> <li>• The school hold annual events that celebrate our diverse community such as Diversity Day and PAFT International Evening</li> </ul>

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