

Equality information and objectives

Trinity School



Approved by: Mrs S Ball Executive Headteacher

Date: 30 May 2023

Last reviewed on: 30 May 2023

Next review due by: May 2027

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1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Mrs G. Spencer. They will:

- Meet with the designated member of staff for equality every term and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for Race and Social Justice will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor annually to raise and discuss any issues
- Support the headteacher in identifying any staff training needs

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training as appropriate. The Race and Social Justice initiative is ongoing and will ensure training is timely.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues.
- Working with our local community. This includes organising school trips and activities based around the local community

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1: *To improve attendance to 92% for persistent absentees through supportive family work led by Phase managers, Safeguarding Leads and Home Intervention worker, engaging with Attendance and Access Officers, Medical and Social Care partners as necessary*

Why we have chosen this objective: We recognise that the COVID Pandemic has had an adverse effect on our students' attendance. On occasions our children's and young peoples' needs impact significantly on their family's ability to cope with daily routines, reducing school attendance and further complicating the family's difficulties.

To achieve this objective we plan to review the Attendance Policy and systems for monitoring and referring vulnerable families for relevant support. We are seeking support for the Local Authority to improve our ability to respond to complex situations. We are re0-building our Family Support offer and building a Family Support Centre.

Progress we are making towards this objective: case studies demonstrate our commitment to partnership work with families to break the cycle of nonattendance and non-engagement

Objective 2:

Launch school's Race and Social Justice strategy supporting inclusive recruitment and staff development/succession strategies.

Leaders to engage with Race and Social Justice training re: racial literacy and plan for staff training; creating anti racist culture in school

Set up a staff working group to support the Race and Social Justice facilitator in advancing anti-racist/anti-discriminatory attitudes at all levels of the school

Implement whole staff training in Race and Social Justice as organised with the facilitator

9. Monitoring arrangements

The Headteacher will update the equality information we publish at least every year.

This document will be reviewed by Headteacher at least every 4 years.

This document will be approved by Headteacher

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Complaints Policy
- The School's Strategic plan

