HOLY TRINITY ACADEMY

Faith, Aspiration & Unity

EQUALITIES POLICY

Equalities Policy in School Policies- Document Status			
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EQUALITIES POLICY

PURPOSE

The purpose of this policy is to set out in detail how Holy Trinity Academy intends to comply with the Equality Act 2010 along with outlining the school's approach to inclusion.

1. Mission Statement

At Holy Trinity Academy staff are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of **race, disability, sex, sexual orientation, gender reassignment, religion or belief, pregnancy and maternity, and age** for staff. We will adhere to the legal definitions of these protected characteristics as set out by the Equality and Human Rights Commission (EHRC) code of practice which can be found in annex A.
We aim to develop a culture of inclusion and diversity, in which all those connected to the school feel proud of their identity and able to participate fully in school life.
The achievement of students will be monitored by race, sex, age and disability and we will use this data to support students, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

2. Mainstreaming Equality into Policy and Practice

Whilst the Holy Trinity Academy operates equality of opportunity in its day to day practice which is highlighted throughout this policy, specific actions are set out in School Improvement Plan, SEF, Accessibility Plan.

Teaching and Learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils

- Monitor achievement data by ethnicity, gender and disability and action any gaps, including providing targeted support where appropriate

- Take account of the achievement of all students when planning for future learning and setting challenging targets

- Ensure equality of access for all students and prepare them for life in a diverse society

- Use materials that reflect the diversity of the school population and local community without stereotyping and expose students to a range of thoughts and ideas

- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice

- Provide opportunities for all pupils to appreciate their own culture and celebrate the diversity of other cultures

- Seek to involve all parents in supporting their child's education

- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning

- Include teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our students

- Seek to involve the community around the school in the celebration and raising awareness of cultural issues

Admissions and Exclusions

Our admissions arrangements are operated by Telford and Wrekin Council and are fair and transparent, and do not discriminate on the protected characteristics or socio-economic factors.
Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any disproportionality is identified and dealt with.

3. Equal Opportunities for Staff

This section deals with aspects of equal opportunities relating to staff at Holy Trinity Academy.
We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.
All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.