

HOLY TRINITY DOBCROSS – EQUALITY INFORMATION AND  
OBJECTIVES SUMMER 2021



*'Our School is a Christian community in which pupils, staff, parents, governors and parishioners are working together, within a safe, healthy and stimulating learning environment, to achieve education of the highest possible quality, in order to prepare pupils to meet the challenge of their futures.*

*We celebrate the value of each child and set high expectations of them in our endeavours to sustain and develop their gifts and talents.'*

Date Adopted	
Signed (Governors)	
Signed (Headteacher)	
Date for review	

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At Holy Trinity School we seek to value everyone, and our school is committed to equality in practice.

We welcome our legal duties to eliminate discrimination, and to promote community cohesion.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- Holy Trinity is a school committed to producing good citizens – locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils parents and others in the following ways:

- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- Created an ethos of pastoral care in the school with named staff for more vulnerable pupils.
- Questionnaires to gain feedback from pupils, parents and carer and staff.
- Class and whole school assemblies embrace the breadth of cultures;

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- The school curriculum is designed to enable children to understand and respect diversity;
- Regular meetings with the school SENCO and class teachers for parents of vulnerable children.
- Introduced a School Champion meeting looking at issues relating to equality.
- Responsibilities across the school including regular work between year 6 and reception.
- Effective system of playground young leaders.
- Reading buddy scheme
- Pupil input into charity work
- All racist and hate incidents are investigated, recorded and reported to LA

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### Pupils information

Area	Sub groups	School
Number on role		208
Gender	Female	47%
	Male	53%
Ethnicity	White British	92%
	White & Asian	1.9%
	Other mixed	1.4%
	Other White	2.4%
	White and Black Caribbean	1.4%
	African	0.9%
1 <sup>st</sup> Language	English	
	Other	
Special Education Needs and/or disabilities	School Action+	4%
	EHCP	1%
Free School meals		7.2%

### Our Equality Objectives

- Educate all about discrimination and prejudice and promote a harmonious environment:
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress;
- To ensure that fixed term and permanent exclusions remain low;
- Ensure that the employment of staff is in line with the equal opportunities legislation.