



Trinity High School

& SIXTH FORM CENTRE

An Independent State Funded Academy

EQUALITIES POLICY

Also to be read in conjunction with:
- Disability Equality Scheme

School Policy: available on website
Staff Policy: available on r-drive

Review date:	October 2017
Interim Review date:	Oct 2018
Approved by Governing Body:	24 April 2018
Review date:	1 Oct 2020
Policy Responsibility:	Mr Ward



EQUALITIES POLICY

SCHOOL AIM

The published School Aim identifies our clear commitment to Equal Opportunities. **To ensure that all can learn and achieve to their full potential in a climate where everyone feels safe, valued and respected.**

We believe that:

- Everyone should be treated fairly, equitably and justly;
- Everyone should have their needs supported to promote learning and their personal development;
- Everyone should have their efforts and achievements recognised and celebrated;
- Everyone should have the right to teach and learn free from distraction and interruption.

This means that we shall act to promote equality in the following areas:

- Race;
- Gender;
- Sexual orientation and transgender
- Disability;
- Religion, culture or belief;
- Age

The school will act to prevent discrimination which is direct or indirect, by association, through perception and any form of harassment or victimisation.

ADMISSIONS

We shall not discriminate on the grounds of ability, gender, race, religion/belief, sexual orientation or disability (subject to the ability of the school to make 'reasonable adjustments' to meet the identified needs of the young person). See Admissions Policy.

THE CURRICULUM

We shall provide a curriculum, which is broad, balanced, and inclusive.

Students will have equal access to the curriculum. We shall support all students to meet their identified learning needs to the best of our ability, seeking the help of outside agencies where appropriate.

We shall monitor teaching materials to ensure that inappropriate, or outdated, images or stereotypes are not used.

We shall, through our teaching, promote positive self-images for all our students and staff. We shall be sensitive to gender, ethnicity, religion/belief and sexual orientation in our preparation of Schemes of Work.

STUDENT ACHIEVEMENT

Achievement will be monitored by Pupil Premium, gender and ethnicity, and SEN status. Strategies to overcome weaker than expected achievement will be implemented upon the basis of evaluation at school and subject level. The results of such monitoring will be shared with teaching staff and the Governing Body who shall, as appropriate, be involved in formulating strategies for improvement.

STUDENT SUPPORT AND GUIDANCE

Students will be given the best possible advice and support irrespective of personal characteristics and will be supported or advised by outside agencies to the best of the school's ability.

Bullying incidents will be dealt with seriously using the appropriate section of the School Behaviour Policy. Racist incidents and homophobic incidents will be dealt with as part of the School Behaviour Policy but separately recorded and the police, the Equalities Commission or other groups involved where appropriate.

Assemblies, performances, external speakers, the tutor programme and PSHE Active Learning Days will be used to promote positive self-images amongst all students irrespective of gender, ethnicity, disability, or sexual orientation with reference to different faiths, celebrations and beliefs as appropriate.

THE COMMUNITY

We shall seek to involve the local community in the development, curriculum and governance of the school.

We shall seek to promote effective links with community organisations and groups to the benefit of those groups and the school.

We shall work with local communities for the benefit of our students and actively promote parent involvement in the school through parents' meetings and our written and verbal communications.

SCHOOL STAFF

Staff appointments shall be made irrespective of gender or ethnicity (with the exception of the need to provide appropriate staff for Physical Education), or disability, (subject to 'reasonable' adjustment) age, sexual orientation or religion/belief - subject to DBS and other safeguarding checks.

All staff shall have the right to professional development. Needs will be identified through Performance Management and other mechanisms and CPD provided to the best of the school's ability.

All staff shall, as appropriate, be consulted upon issues affecting them and policy change proposals. All staff shall be consulted about the School Development Plan.

Meetings are open to all staff with the exception of those concerned with confidential matters.

SEXUAL ORIENTATION

The school recognises that young people who are sure of their identity as gay or lesbian, especially if they have chosen to reveal this to their peers, could be subjected to some homophobic name calling. However, the majority of victims in schools are either too young to be certain about their sexual orientation - or are heterosexual.

The school recognises its responsibilities to address the issue of homophobia and to take actions to prevent and tackle homophobic and transphobic bullying.

To this end we shall:

- Participate in the Stonewall Champion School programme
- Ensure that diversity of sexuality is recognised in schemes of work and displays
- Adopt and publicise a zero tolerance approach to the use of homophobic language in and around school

RACIAL EQUALITY

The school recognises its responsibilities under Race relations legislation and believes that racial equality should be part of Equal Opportunities. To this end we shall have due regard to the need to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity;
- Promote good relations between people of different racial groups.

In addition to the relevant areas of the Equalities policy we shall:

- Monitor student discipline and the use of sanctions, including exclusions, by ethnicity;
- Ensure that all students are aware of our stance upon racial harassment and bullying and the action that will be taken as part of our discipline code;
- Ensure that our admissions and transfer practices are free from discrimination upon the grounds of ethnic group;
- Monitoring of these aspects and the effectiveness of this section of the Equalities Policy will be carried out by members of the Leadership Group.

DISABILITY

The School recognises its responsibility to have regard to the need to:

- Promote equality of opportunity between disabled and other people and shall do this by monitoring achievement and disciplinary records;
- Eliminate discrimination and harassment; promote positive attitudes to disabled people through the taught curriculum, assemblies and the involvement of people with disabilities in visits, etc where this is possible;
- Encourage participation by disabled people in public life; and

- Take reasonable steps to meet disabled people's needs, even if this requires more favourable treatment.

(See also the Disability Equality Scheme)

GENDER

In addition to ensuring that subjects in our curriculum are available to all who would benefit from them we shall take positive action to:

- Challenge gender stereotyping (eg. in the advice and guidance we provide on employment opportunities) and sexist language;
- Promote extra-curricular activities which provide opportunities for each gender (and monitor uptake eg. in sport);
- Promote parents' and carers' involvement in a child's education (eg. attendance at school events such as parents' meetings);
- Monitor achievement and disciplinary records by gender.