

EQUALITY STATEMENT AND OBJECTIVES

HOLY TRINITY & ST JOHN'S C E P SCHOOL

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**Reviewed and ratified
Virtual Full Governors Meeting: March 2021**

Through our lives we will have HOPE and aspiration for ourselves and our community, we will come to know and BELIEVE that God loves us and wants the very best for us because we are uniquely and wonderfully made and that we will fulfil our God-given gifts in order that we might ACHIEVE and enjoy life in all its fullness.

HOPE | BELIEVE | ACHIEVE

To develop confident, curious, independent, resilient life-long learners within a Christian environment

Trust | Friendship | Hope | Compassion | Respect | Forgiveness

EQUALITY STATEMENT AND OBJECTIVES

At Holy Trinity and St John's CEP School we believe that every child has the right to equality of outcome and to achieve their full potential. In order to achieve equity, we embrace the principles of fairness, social justice, inclusion, global citizenship and community cohesion.

At Holy Trinity & St John's we believe that positive actions are fundamental in ensuring all stakeholders in our school have equal chance to achieve, participate and fulfil their roles in school and the wider community. Equality for all helps us to develop a sense of identity, social justice and to be successful as individuals, as a school and a community.

We understand equity to mean treating everyone fairly and with dignity and by valuing their individual characteristics such as their:

- Age (for employees not for service provision)
- Disability
- gender identity
- race
- sex, (including issues of transgender)
- religion and belief
- sexual orientation
- socio-economic circumstances
- Marriage and Civil Partnership (for employees)

or any other visible or non-visible difference.

We further understand that people have different needs, situations and goals and some people may experience additional barriers and challenges. Therefore, achieving equality of outcome requires the removal of discriminatory barriers, and the recognition that the allocation and distribution of resources cannot always be distributed equally if we are to live up to our commitment to everyone being able to achieve their full potential whilst at Holy Trinity & St John's CEP School.

We recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance of the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

Legal Duties

As a school we welcome our duties under:

- Equality Act 2010,
- Race Relations Act 2000,
- Disability Discrimination Act 2005,
- Gender Recognition Act 2004
- Sex Discrimination Act 1975
- UN Convention on the Rights of the Child
- UN Convention on Rights of People with Disabilities
- Human Rights Act 1998
- Department of Education Act 2010 – Advice for school leaders, staff, governors and local authorities