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Holy Trinity & St John's CE Primary School

Equality Statement
2026-2028

Reviewed: September 2026



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Holy Trinity & St John's CE Primary School

Equality Statement

At Holy Trinity & St John's CE Primary School we are committed to promoting equality, valuing diversity and ensuring inclusion for all members of our school community. We believe that every individual has the right to be treated with dignity, fairness and respect, and that everyone should be supported to succeed, whatever their needs or circumstances.

We strive to provide a safe, nurturing and inclusive environment where pupils feel valued, listened to and empowered to achieve their full potential.

In line with the Equality Act 2010, we have a duty to:
- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

These equality objectives support our school, Christian vision and values of Courage, Compassion and Community and underpin our policies, curriculum and daily practice, ensuring that equality and children's rights are at the heart of everything we do.

Protected Characteristics

Under the Equality Act 2010, the protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (in employment)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We recognise that some of these characteristics are more relevant within a primary school context than others. However, we give due regard to all protected characteristics when developing and reviewing our policies, practices and provision.

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

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- 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.

Roles and Responsibilities

The Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout Holy Trinity & St John's CE Primary School including to staff, pupils and parents/carers, and that they are reviewed and updated at least once every four years
- Delegate day to day responsibility for monitoring the achievement of the objectives to the Headteacher
- Ensure staff are familiar with all relevant legislation and the contents of this document
- Governors will attend appropriate equality and diversity training

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

Eliminating Discrimination

The staff team at Holy Trinity & St John's CE Primary School understand their obligations under the Equality Act 2010 and comply fully with its non-discrimination provisions. Policies make explicit reference to the importance of avoiding discrimination, harassment and victimisation.

Staff and Governors are regularly reminded of their responsibilities under the Act through meetings and training, with such discussions recorded in meeting minutes. New staff receive information regarding equality as part of their induction and all staff receive updates and training when necessary, during the school year.

Any incidents of discrimination, harassment or victimisation are taken seriously and dealt with promptly in line with the school's Behaviour Policy, Anti-Bullying Policy and Complaints Procedure. Incidents are recorded and monitored to identify patterns and inform preventative work.

The Governing Body liaises regularly with Senior Leaders regarding equality issues and ensures that appropriate professionals and external agencies are involved when required.

Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, staff at Holy Trinity & St John's CE Primary School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- 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

In fulfilling this aspect of the duty, relevant staff at Holy Trinity & St John's CE Primary 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
- Make evidence available identifying improvements for specific groups

Fostering Good Relationships

The staff team at Holy Trinity & St John's CE Primary School aim 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
- Providing opportunities for pupils to learn about relevant issues, inviting external speakers and encouraging pupils to take a lead
- Working with our local community. This includes inviting leaders of local faith groups to speak at Collective Worship or as part of lessons and organising school trips and activities based around the local community
- If necessary, encouraging and implementing initiatives to deal with any tensions between different groups of pupils within Holy Trinity & St John's CE Primary School.
- Working with parents/carers to promote knowledge and understanding of different cultures

Equality Considerations in Decision-making

At our school, we ensure we have due regard to equality considerations whenever significant decisions are made. We always consider the impact of significant decisions on particular groups. For example, when planning trips or activities, staff consider whether they:

- Clash with religious observances or festivals
- Are accessible for pupils with disabilities or additional needs
- Provide equivalent opportunities and facilities for all pupils

Accessibility of Information

We aim to ensure that equality information is accessible to all members of our school community. Information can be provided in alternative formats on request, and we offer support to families who may require help accessing or understanding school documentation.

Monitoring Arrangements

The Headteacher will update the equality information we publish, at least every year.
This document will be reviewed by Headteacher and SENCO at least every 2 years.
This document will be approved by the Headteacher and Governing body.

Reviewed Headteacher & SENCO September 2026
To be reviewed September 2028