

Re-approved: July 2019
 Review Date: July 2020
 Ref: TRA007

Policy Title	Equal Opportunities Policy
1. Purpose	<p>This policy sets out Trinity Academy’s approach to Equal Opportunities in respect of its pupils and people.</p> <p>A Statement of Commitment and aims and objectives are contained in the main body of the policy.</p> <p>The Appendix provides further guidance and information about the relevant legislation that underpins this policy.</p>
2. Summary	<p>The purpose of an Equal Opportunities policy is to identify, prevent and redress unfair discrimination against disadvantaged groups. This policy has been developed in accordance with the Equalities Act 2010 and will be supported by comprehensive practice guidelines that will underpin the school’s commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relations between people.</p> <p>Underpinning this policy are the Trinity Academy Values of Wisdom, Fairness, Courage and Self-Discipline.</p>
3. Aims	<p><u>Statement of Commitment</u></p> <p>The Board of Trustees and Trinity Academy is committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability, religious belief or special educational needs (SEN).</p> <p>Any behaviour, comments or attitudes that undermine or threaten an individual’s self esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community.</p> <p>We aim to empower our pupils to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life within their community. Equality of opportunity can only be realised with the involvement and commitment of all members of the school community and a common understanding of the pivotal role of equal opportunities in the context of Trinity Academy’s ethos and values.</p>
4. Objectives	<p>Through its Equal Opportunities Policy, Trinity Academy will strive to:</p> <ul style="list-style-type: none"> • Carry out its legal duty in complying with the Equalities Act 2010.

	<ul style="list-style-type: none"> • Reinforce its position as a provider of high quality education and as a good employer providing development opportunities for its people. • Ensure that equality remains high on the Academy’s strategic agenda. • Establish good people management practices and to set out a proactive agenda in which discrimination is recognised as an organisational issue requiring an organisational response. • Strive to raise standards for all pupils and to remove barriers for the most vulnerable. • Achieve a staffing composition that reflects the composition of the wider community. • Ensure all staff work together with a shared sense of purpose to meet the needs of every pupil. • Ensure that pupils and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals. • Ensure that complaints or evidence of failure to comply with the Academy’s Equal Opportunities policy will be dealt with promptly and fully investigated according to the relevant procedure. All forms of discrimination by any person within the Academy’s responsibility will be treated seriously, as such behaviour is unacceptable.
<p>5. Roles and Responsibilities</p>	<p>The Board of Trustees is responsible for ensuring that Trinity Academy complies with legislation and that this policy and its related procedures and action plans are implemented.</p> <p>The Chief Executive Officer is responsible for implementing the policy at a strategic level.</p> <p>This policy applies to all staff groups and pupils at Trinity Academy. Parents/carers, volunteers and visitors are also required to adhere to its contents</p>
<p>6.Implementation</p>	<p>This policy will be implemented in a coherent and consistent manner across all areas of the school’s work relating to its pupils, people and the organisation and in relation to the planning, delivery and evaluation stages of service delivery.</p> <p>Equal Opportunities implications will be considered and recorded in the development and review of all school policies and procedures.</p> <p>All staff / volunteers will undertake relevant training appropriate to their role and will be expected to maintain their awareness, knowledge and understanding of the Equal Opportunities Policy as part of their Continuing Professional Development.</p> <p>Under PSED we will set ourselves a particular objective: to foster greater understanding between individuals of different faiths/no faith.</p> <p>The results of monitoring and evaluation will be used to inform the future development of this policy and associated practice guidelines.</p>

7. Monitoring and Evaluation	The Chief Executive Officer will monitor the implementation and effectiveness of this policy through analysis of data, the Academy's self-evaluation processes and through the reports generated to Governors. We will publish each year a statement outlining how we have discharged the duties outlined in the PSED.
8. Frequency of Review	The policy, appendices and practice guidelines will be reviewed annually to ensure they reflect up to date legislation and national guidance.
9. Approval	Approved by the Board of Trustees
10. Appendices	<p>Appendix 1 Below is a list of relevant legislation / guidance that staff should be aware of and refer to as required:</p> <p>DfE Guidance: The Equality Act 2010 and Schools (May 2014) www.equalityhumanrights.com/advice-and-guidance/education-providers-schools-guidance</p> <p>Public Sector Equality Duty</p> <p>The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and extends to certain protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.</p> <p>This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:</p> <ul style="list-style-type: none"> • Eliminate discrimination and other conduct that is prohibited by the Act. • Advance equality of opportunity between people who share a protected characteristic and people who do not share it, • Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

Protected Characteristics as defined in the Equalities Act 2010

It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity