

**HOLY TRINITY
CATHOLIC
SCHOOL**

**EQUALITY
SCHEME
2015**



EQUALITY SCHEME

Purposes: To show how Holy Trinity Catholic Primary School is going to meet the duty to promote disability equality for disabled pupils, staff and parents, as well as race equality and gender equality complying with relevant legislation.

Our Mission Statement is 'Working Together in the Love of God' and we aim to include everyone in our Community in this statement. In accordance with our school values and Catholic ethos, we pledge to respect the human rights of all our pupils and educate them about equality. We will also respect the equal rights of our staff.

Who is responsible?

The governors are responsible for:

- making sure the school complies with the relevant equality legislation and for
- ensuring that the school Equality Scheme and its procedures are followed.

The head teachers are responsible for:

- making sure the school Equality Scheme and its procedures are followed;
- making sure the race, disability and gender equality plans are readily available and that the governors, staff, pupils and their parents and guardians know about them;
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action regarding cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability.

The Headteachers are responsible overall for:

- dealing with reports on discriminatory incidents.

All staff are responsible for:

- dealing with racist, homophobic and other discriminatory incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;

- avoiding discrimination against anyone for reasons of ethnicity, disability or gender;
- keeping up to date with the law on discrimination;
- taking up training and learning opportunities.

Visitors and Contractors – will be made aware of the School Equality Scheme should the necessity arise.

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of people with Disabilities, and the Human Rights Act 1998.

The school recognises that the new Positive Action provisions in the Equalities Act 2010 allow us to target measures that are designed to alleviate disadvantage experience by, or to meet the particular needs of, pupils with particular protected characteristics. If we decide to use these we will ensure that it is a proportionate response to achieve the relevant aim.

Policies and Practice are monitored regularly by SLT and Governors through:

learning walks, lesson observations, Assembly evaluations, feedback from pupils, staff and parents, consultation with relevant LA personnel, Audit of resources.

Action Plan to address the Disability Equality duty (Spring 2015)

DE Duty Themes	Targets	Actions	By whom	Start	Finish	Evidence
Promote equality of opportunity between disabled person and other persons	To continue to ensure children with disability will enjoy full access to the curriculum.	Continue small group work with Class Teacher and TA. Continue links with outside agencies.	LB, staff and pupils will continue to monitor this provision	March 2015		Disabled pupils feel that they are given every possible opportunity to access curriculum.
Keep abreast of current disability issues and provide training to support these.	As above	LB to finish SENCO course and share relevant documents.	LB	2015	July 2015	
Encourage participation by disabled people.	To continue to include a statement in FS booklet to new parents re any adjustments needed for supporting their child	Include statement – to check this is clear to parents/govs	CP	Spring 2015	Spring 2016	Information in FS booklet
Improvements in access to the	To ensure that extra support outside	Monitor SEN provision	LB to check with AC	2015	2018	Suitable provision for SEN pupil provided in class and out of class. Differentiated

curriculum	classroom is an appropriate length of time to maximise learning opps.		through regular meetings			planning.
Take steps to take account of disabled people's disabilities	To incorporate appropriate seating for people with physical disabilities – ensure that there are hard chairs as well as benches.	Staff to be aware of this at occasions such as concerts and special assemblies – include in class letters re: productions about those requiring particular seating arrangements.	CP/LB	2015	2018	All parents informed about equality issues regarding seating at performances so that all parents able to view performance clearly.
As above	To provide move door release button so HH is able to open door comfortably	HH to choose choose an appropriate place for the door release	HH	2015	2018	More comfortable working environment for HH – able to work comfortably all day.
Publish our DES	To ensure that DES in place is still up-to-date and relevant.	LBto confirm with CP what needs to go on website.	Office staff and LB	2015	2018	Increased awareness of Holy Trinity School's DES and its contents by parents.
Report on DES to	For all governors to	LB to report via SH at gov	All staff	2015	2018	Increased awareness of Holy Trinity School's DES and its contents.

governors annually	be aware of DES and its contents	mtg.				
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RACE EQUALITY PLAN 2015

Duties

This plan sets out how Holy Trinity Catholic Primary School will work to promote race equality, addressing specific duties under the Race Relations Act 2000.

The following plans/policies will be assessed and reviewed every three years.

Ethnic Monitoring

Ethnic monitoring sheets completed by interviewees and staff applying for courses are returned to the Local Authority.

Data is collected from parents and passed on to the MAC.

Minority ethnic groups of children are tracked and monitored to ensure good progress is maintained.

Annual racist incident monitoring return to LA.

Action Plan to address the General Duty to promote race equality

	Actions	By whom	Start	Finish	Evidence that it is completed
i. Promote equality of opportunity	Analyse data of any EAL and ethnic minorities	LB/SLT	2015	On going	Awareness of any gaps in attainment in these areas.
ii. Eliminate unlawful discrimination	Discuss at disability working party meetings to see if any evidence of this	LB	2015	2018	Any points to develop?
iii. Eliminate racist harassment	As above	LB	2015	2018	As above
iv. Promote good relations between different ethnic groups	Difficult to action as no ethnic groups	-	-	-	N/A

v. How policies and practice are monitored

Learning walks, lesson observations, assembly evaluations, feedback from pupils, staff and parents, audit of resources and consultations with relevant LA personnel.

vi. How information gathered is used

Information is used to identify training needs and find any gaps in practice or policies.

vii. Staff development

Staff meetings, Inset and relevant courses.

viii. Annual reporting

In relation to the Action Plan, linked to the School Development Plan, will occur as follows: It will be provided by the SENCo/ Headteacher and Governors.

ix. The next race equality plan

In March 2018 we will build upon this plan's actions, the results of monitoring and other information.

Gender Equality Plan 2012

Duties

This plan sets out how Holy Trinity Catholic Primary School will work to address the General Duty to promote gender equality, addressing Duties under the Equality Act 2006.

The following plans/policies will be assessed and reviewed every three years.

Gender Monitoring

Learning walks, lesson observations, assembly evaluations, feedback from pupils, staff and parents, audit of resources and consultation with relevant LA personnel.

How information gathered is used

Information is used to identify training needs and find any gaps in practice or policies.

Staff Development

Staff meetings, Inset and relevant courses.

Annual reporting

It will be provided by the SENCo to Headteachers and Governors.

The next gender equality plan in September 2017 will build upon this plan's actions, the results of monitoring, and other information.

3. Action Plan to address the Gender Equality Duty

	Actions	By whom	Start	Finish	Evidence that it is completed
i. Eliminate unlawful sex discrimination.	Y5/6 to come to school in sport kit on PE day	LBto discuss with staff	2015	2018	Children will be in outdoor PE kit
ii. Eliminate harassment related to gender.	Follow MAC procedures.	SLT and Governors	2015	2018	Annual Stress Survey of staff
iii. Promote equality of opportunity between men and women.	Follow MAC procedures.	SLT	2015	2018	Checks on MAC procedures being followed
iv. Promote equality of opportunity between boys and girls.	Analyse data with boy/girl focus	SLT/LB	2015	2018	Present data to Governors