HOLY TRINITY CATHOLIC PRIMARY SCHOOL

Equality Information and Objectives

Revised: September 2026

Date of next review: To be reviewed annually

Signed: **Role**: Chair of Governing Body

Adopted by the Governing Body:

Equality Policy

"Walking in the footsteps of Jesus: we care • we share • we love • we learn"

Introduction
At Holy Trinity Catholic Primary School, we believe that every child is a unique and precious gift from God. We are a community built on Gospel values- one that welcomes, celebrates, and cherishes the diversity of all God's children.

In walking in the footsteps of Jesus, we aim to live out our mission:
we care for one another, we share in each other's joys and challenges, we love unconditionally, and we learn together as one family.

We recognise that respecting our values and celebrating individual differences are vital if every child is to thrive and truly feel that they belong.

Equality Statement
At Holy Trinity, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers. We welcome and value all members of our school community, regardless of race, gender, disability, faith, religion, sexual orientation, gender reassignment, or socio-economic background.

We strive to build a culture of inclusion, respect, and belonging, one where all can participate fully in school life and reach their full potential.

We monitor pupil achievement, attendance, and participation by key groups such as gender, ethnicity, disadvantage, and SEND need. This information helps us identify areas of strength and areas where additional support may be needed.

We are committed to tackling discrimination through the positive promotion of equality, challenging prejudice and stereotypes, and creating an environment that celebrates diversity and champions respect for all.

At Holy Trinity, we believe that diversity is a strength, a source of richness, understanding, and unity that helps us to grow together in faith and love.

Legal Duties
We welcome our duties under the Equality Act 2010, which protects people from discrimination and promotes equality of opportunity.

The general duties under the Act require us to:
- Eliminate 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 of different backgrounds and characteristics.

The protected characteristics covered by the Act are: age (for employees), disability, gender reassignment, marriage and civil partnership (for employees), pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

To meet our duties, the law requires schools to:
- Publish equality information to show compliance with the Equality Act.
- Prepare and publish equality objectives, which are regularly reviewed and monitored.
- Consult and engage with pupils, parents, staff, and governors when developing and reviewing these objectives.

Our Vision for Equality and Inclusion

Our vision is simple: 'To ensure that every child fulfils their true potential, so that all who leave Holy Trinity do so with confidence, kindness, and the best life chances.'

At the heart of our vision are our children. Every child is unique and every child is loved. We recognise that some children face barriers to learning, whether due to special educational needs, disability, disadvantage, or other factors, and we work tirelessly to remove those barriers.

We are committed to honesty, compassion, and responsibility in all our relationships, and to continuous improvement in every aspect of school life.

Inclusion is not a separate agenda , it is the golden thread that runs through everything we do.

Addressing Prejudice and Promoting Respect

Holy Trinity is opposed to all forms of prejudice and discrimination. We believe that all children and adults should feel safe, respected, and valued within our school.

We provide staff and pupils with an awareness of prejudice, discrimination, and stereotyping, helping them understand the impact these behaviours have on individuals and the wider community.

If any prejudice-related incidents occur, we take them seriously and respond immediately in line with our Behaviour and Anti-Bullying Policies. Where necessary, we seek advice from the Local Authority Equality and Diversity Team or other relevant agencies.

Our curriculum and collective worship are designed to help pupils understand fairness, compassion, and justice, values central to both our Catholic faith and our responsibilities under the Equality Act.

Roles and Responsibilities

We believe that promoting equality is a shared responsibility across the whole school community.

Governing Body:
- Ensuring compliance with equality legislation.
- Monitoring progress towards equality objectives.
- Publishing equality information and objectives.

Headteacher:
- Leading the promotion of equality across the school.
- Ensuring policies and practices reflect equality principles.
- Ensuring staff and pupils are aware of expectations.

Senior Leadership Team:
- Supporting the Headteacher in analysing data and promoting equity.
- Ensuring fair access to opportunities and modelling inclusive practice.

SENDCo:
- Monitoring equality and inclusion across the school.
- Supporting staff in removing barriers to learning and participation.
- Ensuring pupils with SEND and additional needs are fully included.

Teaching and Support Staff:
- Promoting equality in classrooms and delivering inclusive teaching.
- Modelling respect and fairness.
- Recording and responding to prejudice-related incidents.

Pupils:
- Treating everyone with kindness and respect.
- Standing up against discrimination.
- Celebrating difference and valuing others.

Parents and Carers:
- Working in partnership with the school to promote equality and respect.
- Supporting children to understand and appreciate diversity.

Local Community:
- Supporting the school's work in tackling inequality and promoting shared values.

Equality Objectives 2025–2029

1. To strengthen inclusive practice for pupils with SEND and additional needs.
We will continue to develop our mainstream and Enhanced Resource Provision (ERP) to ensure all pupils can thrive, providing training for staff and maintaining high expectations for every learner.

2. To celebrate diversity and representation across the curriculum.
We will ensure our curriculum reflects a wide range of cultures, voices, and experiences, so that every child can see themselves — and others — represented positively in what they learn.

3. To close gaps in attainment and attendance for vulnerable groups.
We will monitor outcomes for SEND, disadvantaged, and minority pupils, providing targeted support and intervention to remove barriers and promote equity of opportunity.

4. To promote mental health, wellbeing, and belonging for all.
We will embed a culture of care and connection through our PSHE curriculum, pastoral systems, and Catholic life, ensuring that all pupils and staff feel valued, supported, and part of our Holy Trinity family.

Monitoring, Review, and Publication

Every year, we will review our equality information and report on our progress towards the objectives above. Every four years, we will refresh our objectives in line with the needs of our school and community.

Our Equality Policy, Equality Information, and Equality Objectives are published on the school website under the 'Equality and Inclusion' section.

Breaches of this policy will be addressed in the same way as breaches of other school policies, as determined by the Headteacher and Governing Body.

Conclusion

At Holy Trinity Catholic Primary School, equality is not just a duty, it is a reflection of our faith. By walking in the footsteps of Jesus, we are called to recognise the dignity of every person, to challenge injustice, and to build a community where all can grow and flourish.

'You are all children of God through faith.' - Galatians 3:26