

TRINITY EQUAL OPPORTUNITIES POLICY including EYFS



All students deserve and have the right to receive a fair, broad and balanced curriculum irrespective of: gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability.

Teachers endeavour to prepare students for living in a complex multi-cultural society. We aim to develop a safe, secure and stimulating environment. Work is displayed which is produced by students of a variety of skill levels, academic ability and Year group. We make ourselves accessible to all students to discuss their worries or concerns.

To achieve equality of opportunity Staff focus on the issues of:

- Equal access to learning suited to the individual's needs and aspirations.
- Equal value of each student irrespective of: gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability.
- Promoting Fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.
- Promoting justice, equality of opportunity and fair treatment for all and thereby allowing all pupils, to achieve the level of success and self-respect which they deserve.
- Providing a safe and welcoming place for all of its members
- Contributing towards imparting a sense of citizenship in the pupils
- Upholding the protected characteristics of Chapter 1 and Part 2 of the equality Act 2010 (updated 2016)
- Avoiding discrimination against pupils contrary to Part 6 of the Equality Act 2010 (updated 2016)
- Furthering tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation and respect for their own and other cultures
- Encouraging respect for other people, paying particular regard to the protected characteristics set out in the Equality act 2010 (updated 2016)
- Encouraging respect for democracy and support for the participation in the democratic process, including respect for the basis on which the law is made and applied in England
- Precluding the promotion of partisan political views in the teaching of any subject in the school
- Taking such steps as are reasonably practicable to ensure that where political issues are brought to the attention of the pupil
 - i) While they are in attendance at school
 - ii) While they are taking part in extra-curricular activities which are provided or organised by or on behalf of the school; or
 - iii) In the promotion at the school, including through the distribution of promotional material, or extra-curricular activities taking place at the school or elsewhere;that they are offered a balanced presentation of opposing views.

Aims Specific to Gender and Sexual Orientation

To promote justice, equality of opportunity and fair treatment for all and thereby value all pupils, irrespective of their *gender, pregnancy or maternity, sexual orientation and gender reassignment*. *This is reflected in the Christian foundation of the School.*

AIMS

- To recognise in our teaching the contributions to the development of Science, Technology and the Arts which have been made by both genders, those who have undergone gender reassignment and people with a range of sexual orientation.

Reviewed By: Julia Bryant

23 03 17

Updated policies are found on the website and in the staff handbook

- The teachers will, by careful use of language and choice of resources, avoid reinforcing stereotypical views of society.

The School recognises that although science and design/technology are core subjects some elements of each are still perceived by a significant number of pupils and their families to be strictly 'male' or 'female' domains. We do not accept this view as is shown by the way we portray the subjects. We therefore hope our schemes of work and their implementation:-

- Reflect the interest of both boys and girls
- Challenge the existing notion that some subjects are purely masculine or feminine activities by celebrating the achievements and careers of famous men and women
- Ensures neither gender dominate discussions
- Values equally the experiences of both girls and boys
- Are set in a familiar context to which all pupils can relate

Research has shown that girls in particular are less interested in science and technology if they perceive them as being about 'things' rather than about people.

Therefore we must:-

- Emphasise that science is a human activity which relates to people's lives.
- Provide opportunities to use a more personal, expressive language in work such as projects, reports and posters and of course classroom discussion.
- Provide opportunities to discuss and explore opinions which relate to science and technology-related social issues.
- We should demonstrate the importance of scientific and technological education for everyone, showing the importance of science and technology in a wide range of careers and everyday life e.g. healthy living, environment, communication/I.C.T. skills and wise consumer choice.

Aims Specific to Valuing our Multicultural Community

Whatever the nature of the local community, pupils are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, and also certain images of these groups portrayed by the media. The School stands against racism and all forms of discrimination on the grounds of ethnic origin, or religion. This is reflected in the Christian foundation of the School.

AIMS

To promote justice, equality of opportunity and fair treatment for all and thereby value all pupils, irrespective of their ethnic origin, race, religion and belief, cultural background or linguistic background;

- To achieve the level of success and self-respect which they deserve, whilst retaining their cultural identity
- To prepare children for living in a complex multicultural society
- To provide a curriculum which emphasises the positive aspects of all cultures and to give children the confidence that racism can and must be eradicated
- To adopt the view that cultural diversity is a positive advantage
- Teachers will, by careful use of language and choice of resources, avoid reinforcing stereotypical views of society.

The School has separate policies covering issues of SEN and Disability. This policy will be reviewed and updated regularly.