



## **Compliance with the Public Sector Equality Duty**

**Updated: September 2025**

Holy Trinity CE (C) Primary School complies with the Public Sector Equality Duty set out in the Equality Act 2010. We have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations for all members of our school community.

### **Eliminating discrimination, harassment and victimisation**

- All forms of discrimination, harassment and victimisation are not tolerated
- Behaviour, safeguarding and anti bullying policies clearly set expectations and procedures
- Discriminatory language or behaviour is challenged and addressed promptly
- Staff receive regular training on equality, inclusion and safeguarding

### **Advancing equality of opportunity**

- We monitor pupil attainment, progress, attendance, behaviour and exclusions to identify and address any inequality
- Reasonable adjustments are made for pupils with disabilities and Special Educational Needs
- Support is provided to reduce barriers to learning and participation, including access to enrichment activities and trips
- Curriculum planning ensures all pupils can access learning and achieve their potential

### **Fostering good relations**

- The curriculum promotes respect, understanding of difference and British values
- Collective worship and wider school life reinforce the importance of dignity, respect and compassion
- Restorative approaches support positive relationships and conflict resolution
- Pupil voice is actively encouraged to ensure all pupils feel heard and valued

### **Staff and governance**

- Recruitment, retention and professional development practices promote equality and fairness
- Governors monitor equality information and challenge leaders to ensure statutory duties are met
- Policies are reviewed regularly to ensure compliance with equality legislation

### **Monitoring and review**

- Equality information is reviewed annually by the Senior Leadership Team and Governing Body
- Equality Objectives are reviewed at least every four years or sooner if required
- This information is published on the school website in line with statutory guidance