



**Equality Information and Equality Objectives
for
Durham Trinity School and Sports College**

**Equality Act 2010
Durham Trinity School and Sports College's provision of the public
sector equality duty**

Date: September 2024

We in Durham Trinity School and Sports College are committed to equality. We aim for every pupil to fulfil their potential no matter what their background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities and school trips and residential.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools provisions are:

- Disability
- Gender Reassignment (Gender Identity)
- Pregnancy and Maternity
- Race (Ethnicity)
- Religion or Belief
- Sex
- Sexual Orientation

- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information (Last updated November 2024):

This Equality Information is a summary pupil and staff profile of the school. The information for pupils is collected via data collection sheets completed by parents/carers. The information for staff is collected via Every HR system.

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

Staff Equality Profile:

Our school employs less than 150 staff members and therefore is not required to publish staff data. The school uses any data collected about its staff demographic in order to inform policies, decisions and the objectives detailed on this document.

Age	Figures change – we comply with our equality duty. The ages range from 18-65+ years of age.
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental	Where staff have provided information regarding their disability we ensure reasonable adjustments are made where appropriate. We ensure

impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	reasonable adjustments are made where appropriate.
Gender Reassignment (Gender Identity)	We are an inclusive school community and support any staff member who is exploring their gender identity.
Marriage & Civil Partnerships	Figures change – we comply with our equality duty.
Pregnancy and Maternity	Figures change – we comply with our equality duty.
Race (Ethnicity)	Our staff profile comprises: White British, White-European, White-Scottish, Asian.
Religion and Belief	Our staff profile comprises: Christian, Church of England, Roman Catholic, Methodist, Jehovah's Witness, Buddhist.
Sex (Gender)	86.4% female 13.6% male (permanent staff only)
Sexual Orientation	Our school community is inclusive of all staff regardless of their sexual orientation.

Pupil Equality Profile:

Age	We have 251 pupils aged from 3 to 19 years old in our school.
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	100% parents gave information. 100% of pupils recorded a disability. (learning/physical/sensory) We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	1.6% EAL The languages spoken within our pupil profile are: English, Arabic and Chinese.
Gender Reassignment (Gender Identity)	We are an inclusive school community and support any pupil exploring their gender identity.
Pregnancy and Maternity	We comply with our equality duty and have planned to deliver education on site if required or offer a place at the Young Parent Group coordinated within the SEND & Inclusion Service.
Pupil Premium <i>(Although this isn't a protected characteristic under the Equality Act, our school feel it is an important aspect of our school profile)</i>	52% pupils eligible for Pupil Premium
Race (Ethnicity)	White British, White-Asian, Chinese, White-Asian, Black African, Other Black, Other Asian, Other Mixed, Other White and Indian
Religion and Belief	Our pupil profile comprises: Christian, Hindu, Muslim, Roman Catholic No religion.

SEND	100 % pupils identified by school with a Special Educational Need 100% Education Health and Care Plan (EHCP)
Sex (Gender)	100% pupils gave information 29% female 71% male
Sexual Orientation	Our school community is inclusive of all pupils regardless of their sexual orientation.

We will update our equality information at least annually and publish on the school website. This information is used to help inform our equality objectives.

Equality Objectives 2022 – 2025 (part of a 4 year action plan) – see Equality action plan for update on progress

Our equality objectives are:

A) Increase the extent to which disabled pupils can participate in the curriculum

- a) To further develop the curriculum for all pathways; that is sequential, broad, ambitious and challenging, meeting all pupils needs whilst pupils make good progress.
- b) The introduction of a reading SSP programme which will include a rigorous and sequential approach to the reading curriculum, by assessing attainment and identifying gaps.
- c) To create and embed a Preparation for Adulthood continuum to include essentials skills and experiences in preparation for the stage in pupil's education and careers.
- d) Develop SCERTS framework within the Autism Discrete Provision to assess and implement interventions to support pupils to regulate their emotions and communicate their needs- [discontinued due to limited training available. Instead Gestalt Language Processes was introduced in 2023/24 and is being embedded this year.](#)

B) Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided

- a) To enable pupils with mobility difficulties to access the back field to access different learning environments and resources.
- b) To provide technologies and devices to allow pupils with PMLD & SLD to take control of their environment

C) Improve the availability of accessible information to disabled pupils

- a) Ensuring a consistent Total Communication Approach to the quality of education for all pupils.
- b) To strengthen Secondary RSHE provision in school to support emotional wellbeing, resilience and personal development and develop further opportunities to ensure learners make informed choices around personal self-care, personal safety and understanding of the society in which they live.
- c) To develop and use pupil voice as part of EHCP process and Prep for Adulthood to determine aspirations and to set future outcomes.

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We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and this paperwork will be held within school as part of our School Improvement Plan. Annual objective reviews will be held during the Summer Curriculum Standards Committee (Governors Hub)

Headteacher: Mrs Rachel Grimwood

Chair of Governors: Dr Chris Sparks

Date: November 2024