

Trinity Christian School Nursery, Primary & Secondary



TRINITY
CHRISTIAN SCHOOL

Equal Opportunities (Employment) Policy

Reviewed by SLT & Governors:	Autumn 2025
Next Review due:	Autumn 2027

Equal Opportunities (Employment)

Trinity School is a Christian organisation committed to social justice and resolutely opposed to discrimination in society. Trinity School is committed to providing services on a fair and equitable basis, regardless of race, ethnicity, religion, life-style, sex, sexuality, physical/mental disability, offending background or any other factor. No person requiring services from Trinity School will be treated less favourably than any other person on any grounds.

In employment the school actively seeks to recruit with the right mix of talent, skills and potential, promoting equality for all, and welcome applications from a wide range of candidates. The school selects all candidates for interview based on their skills, qualifications, experience and commitment to the values and purposes of the organisation.

As an organisation seeking to deliver services within a Christian context, some posts can only be filled by Christians. These posts are specified in the job specification and kept under regular review. The nature of these posts or the context in which they are carried out, and their link to the ethos of the organisation, give rise to a Genuine Occupational Requirement (GOR) for the post-holders to be Christians. All staff in these posts are required to demonstrate a clear personal commitment to the Christian faith. This policy is implemented in accordance with Employment and Race Directives issued by the government and ACAS guidance.

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, Trinity School undertakes to comply fully with the DBS Code of Practice and other current legal documentation to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any person on the basis of a conviction or other information revealed.

A Disclosure is only requested if relevant for the position concerned. For those positions where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered a position. Every person under-going a DBS check will be made aware of the DBS Code of Practice and a copy will be available on request

As part of the recruitment process, the school encourages all applicants, called for interview, to provide details of any criminal record, at application stage. This information is kept separately and in confidence until Interview Stage where the panel view it in light of the role. The school guarantees that this information is treated in the strictest confidence.

(Refer to our Safer Recruitment Policy)

All voluntary and paid roles within the school must be subject to the school's Safer Recruitment Policy and will be in line with the latest Keeping Children Safe in Education guidance.

We also encourage equality in our school applications and welcome pupils from various backgrounds, ethnic origins and religions.