Equality information and objectives
St Thomas the Apostle College
July 2026

At St Thomas the Apostle School and Sixth Form College, we believe in the gospel values of love, justice, equality and respect for each other. Within this context, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, sexual orientation and socio-economic background. We aim to develop a culture of inclusion in which all those connected to the school feel proud of their identity and able to fully participate in school life.

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

1. Eliminating Discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings.

Each year group has a Head of Year who is responsible for address and monitoring any equality issues. They meet with the Head of Inclusion and Deputy Headteacher (Pastoral) to discuss concerns and put relevant actions in place.

2. Advance Equality of Opportunity

The school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

3. Fostering Good Relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to

participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

Equality Objectives

Objective 1: To promote and develop an anti-discriminatory ethos between pupils.

To achieve this, we will:

- plan assemblies that ensure our students understand their own responsibilities and rights in society
- organise PSHCE days that address issues that we identify throughout the academic year
- follow up on any concerns raised by staff/parents/external agencies
- lead by example and model the behaviour we expect to see from our students

Objective 2: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils

To achieve this, we will:

- hold termly pastoral behaviours with the Head of Years, Head of Inclusion and Deputy Headteacher that look at pupil achievement and take actions based on the data discussed
- refer on any concerns to external agencies who may be able to support, for example the Educational Psychologist
- talk to Heads of Departments regarding any patterns that are noticed

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement. within our community

To achieve this, we will:

- hold parents' evenings throughout the year giving parents opportunity to raise concerns and to celebrate successes
- build in time for form tutors to contact home to allow for engagement between parents and school
- hold termly pastoral behaviours with the Head of Years, Head of Inclusion and Deputy Headteacher that allow us to discuss any concerns and to come up with an action plan for these concerns

Objective 4: To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.

To achieve this, we will:

- review our extra-curricular timetable each term to ensure that it caters for the needs of our students
- plan school trips that open pupils' eyes to the world around them
- monitor who attends the extra-curricular activities so that we are aware of who is accessing the clubs and trips provided

9. Monitoring arrangements

This document will be reviewed by the Governing Body annually, to ensure continued compliance with the PSED.

This document will be approved by the Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN information report
- SEND policy