SIR JOHN THURSBY COMMUNITY COLLEGE

Equality & Information Objectives

Reviewed:	January 2026
Date approved by Governors:	3rd February 2026
To be reviewed:	4 years (annual review on objectives)
Person Responsible:	Headteacher

AMBITION
RESPECT
BELONGING

1. Aims

Our school aims to meet its obligations under the public sector equality duty 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

2. Legislation and guidance

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's equality duty and to publish equality objectives

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

3. Roles and responsibilities

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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Mr Afrasiab Anwar t*hey will:*

- *Meet with the designated member of staff for equality every and other relevant staff members, to discuss any issues and how these are being addressed*
- *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 understa*nding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Promote equity, diversity and inclusion as part of the school vision of "ambition, respect and belonging"

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

At Sir John Thursby we recognise that all members of the school and our wider community are of equal value. 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. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

Staff receive regular updates on the Equality Act.

The Headteacher is responsible for monitoring equality issues, aided by our equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

- Removing or minimising disadvantages suffered by people which 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)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

As a school we believe that we should treat each other with care, respect and kindness, and that strong positive relationships make a great school. We school aim 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. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- 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
- Engage with the community through events such as our community Iftar

- 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
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

Sir John Thursby Community College ensures it has due regard for equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

We ensure that the recruitment, retention and ongoing development of our staff is undertaken in a fair and equitable manner to support the school's vision and values by developing policies and procedures that benefit all employees and potential employees.

8. Equality objectives

Objective 1: Enhance and support staff awareness and understanding of the different protected characteristic groups that are represented by our students

Why we have chosen this objective:
It is important that all staff have awareness and understanding of these groups in order to promote equality and eliminate discrimination

To achieve this objective, we plan to:
Train our staff around equality and diversity
Engage with the LCC programme on EDI

Objective 2: **Actively close gaps in attainment and achievement between students and all groups of students, particularly those with protected characteristics**

Why we have chosen this objective:
It is important to ensure that all students achieve well and that any gaps between students' groups are narrowed in line with our values of ambition, respect and belonging

To achieve this objective, we plan to:
Monitor the achievement of all students to identify any gaps in outcomes. Explore reasons for the gaps and take appropriate action to reduce the gaps to ensure that all young people have an inclusive and ambitious offer. This also links to our implementation planning on Achievement for all.

Objective 3: To promote cultural development and understanding through a rich range of experiences (both within and external to school), so that discrimination and bullying due to gender, gender identity, race, religion and background never occur at school.

Why we have chosen this objective:
Whilst bullying and discrimination are rare at Sir John Thursby, it is important not to be complacent in relation to these. It is our aim to create an inclusive community where all feel welcome and safe.

To achieve this objective, we plan to:
Develop a school ethos which promotes equity, diversity and inclusion and develops understanding and challenges myths, stereotypes, misconceptions and prejudices. Actively promote mutual respect and valuing the similarities and differences of others.

9. Monitoring arrangements

We will review and update the equality information we publish at least each year to demonstrate how we are meeting the aims of the general public sector equality duty. Our objectives will be drawn up and published by the Governing Board at least every 4 years

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Behaviour policy
- SEND policy