



Equality Policy & Equality Objectives

Reviewed: October 2025	Next review due: October 2026
Governing Body Committee: HRFF	CLT contact: Chloe Turner/Becky Lear
Policy adopted by the Governing Body on: 12 th November 2025	

Policy – Amendment Record Sheet

Amendment Number	Section Amended	Amended By	Reason for Amendment	Date
01	Page 5	J. Plumb	CPOMS added for recording of racism bullying TCC Behaviour policy	4/11/21
02	Appendix 2	J. Plumb	Data updated	4/11/21
03	Page 12	J. Plumb	Input column for TAG	4/11/21
04	Page 18	J. Plumb	Data changed	4/11/21
05	Page 19	J. Plumb	Wording changed	4/11/21
06	Page 7	Governors	Removed governing body wording.	11/11/21
07	Page 10	Jo Jones	Data updated	10/10/22
08	Various	D Douglas	Meged Equality Policy and Equality objectives	10/10/2024
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Introduction

Torpoint Community College is an inclusive College where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality, and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Context

The Equality Act 2010 was introduced to ensure protection from discrimination harassment and victimization on the grounds of specific characteristics (referred to as protected characteristics). This means that Colleges cannot discriminate against students or treat them less favourably because of their age, gender, race, disability, religion or belief, gender reassignment, sexual orientation, or pregnancy or maternity.

Age and marriage and civil partnership are also “protected characteristics” but are not part of the College provisions related to students.

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 Equality Duty and to publish equality objectives

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

Our Aims being: -

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

Our school aims to promote respect for difference and diversity in accordance with our value of ‘respect’.

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
- 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
- The governing body are responsible for meeting with members of the college leadership team responsible for overseeing equality.
- 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

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor every term to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives – see pages 6-7.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, 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)

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

- Analyse the 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

What we are doing to Eliminate Discrimination, Harassment and Victimation

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

The college leadership team are responsible for monitoring equality issues and liaise with the governing body regarding any issues.

What We Are Doing to Advance Equality of Opportunity Between Different Groups

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

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Positive Actions to Remove Barriers

We will take positive and proportionate action to address the disadvantage faced by particular groups of students with particular protected characteristics, such as targeted support. The actions will be designed to meet the College's Equality Objectives.

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. This includes teaching in RS, citizenship and wellbeing, 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
- 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.

Roles and Responsibilities

We expect all members of the College community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act and the UNCRC. We will provide training, guidance and information to enable them to do this.

Equality Considerations in Decision -Making

The school ensures it has due regard to 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

Monitoring and Reviewing the Policy

We review the information about equalities in the policy annually and make adjustments as appropriate. Our review will involve students, staff, governors and parents and carers.

Equality objectives

Objective 1

Cultural Awareness and Sensitivity: We aim to promote an understanding of cultural diversity, including, but not limited to, the Muslim community.

Why we have chosen this objective to support an increased understanding of our ever-changing community and to support the inclusion of all students.

This will be achieved through tailored educational programmes, assemblies, and representation in the curriculum to ensure all students appreciate different cultures and faiths, thereby fostering mutual respect.

Objective 2

We aim to ensure that all secondary students, regardless of their protected characteristics, including race, disability, gender reassignment, religion or belief, sex, and sexual orientation, have equitable access to a broad and balanced curriculum that reflects and respects their identities and experiences.

Why we have chosen this objective:

To address gaps in attainment and engagement among students from underrepresented or disadvantaged groups, and to ensure that our curriculum actively promotes inclusion, representation, and high expectations for all.

Objective 3

Equitable Participation in Extracurricular Activities: We seek to ensure that all students, regardless of their background or abilities, have equal opportunities to participate in extracurricular activities.

Why we have chosen this objective to support all students to have exposure to a range of experiences.

This will be facilitated through the creation of diverse clubs and social events that cater to a wide array of interests and needs.

Objective 4

Continuous Staff Training: We commit to ongoing professional development for staff, focusing on equality, diversity, and inclusion.

Why we have chosen this objective to equip all staff with the knowledge and skills necessary to support all students and to challenge any instances of discrimination or bias within the school environment.

To achieve this objective we plan to regularly include training on equality, diversity and inclusion in our training schedule.

9. Monitoring arrangements

Updates will be made to the policy and objectives at least every year.

This document will be reviewed at least every 4 years.

This document will be approved by governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND policy