

Equality Objectives

Tadcaster Grammar School - September 2026

Aims

At Tadcaster Grammar School, we want everyone in our school community to feel welcome, respected and able to thrive. We value the differences between people and are committed to providing an inclusive environment where everyone is treated fairly and with dignity.

As part of this commitment, and in line with our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty, we will have due regard to the need to:

- prevent discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010;
- promote equality of opportunity for people who share a protected characteristic and those who do not; and
- encourage positive relationships, understanding and respect between people from different backgrounds and with different characteristics.

Equality objectives

Objective 1

Develop staff understanding of equality duties and inclusive practice, with particular attention to issues identified through school experience, data and statutory guidance.

Why we have chosen this objective:

Staff understanding of equality duties and inclusive practice supports the school in preventing discrimination, advancing equality of opportunity and fostering good relations.

Staff development and guidance:

Relevant equality matters will be included within existing staff development, briefings and guidance where appropriate.

Progress measure:

An annual review will identify relevant staff development undertaken and any further actions required.

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Objective 2

Identify significant or persistent differences in educational outcomes, attendance, behaviour or participation between relevant groups of students and proportionate action where appropriate.

Why we have chosen this objective:

We want all students to have the opportunity to achieve well and participate fully in school life. By considering the information we already collect, we can identify where there are significant differences in outcomes or experiences between groups of students and take appropriate action where needed.

To achieve this objective, we plan to:

Leaders will use existing school information to consider relevant differences between groups. Where a significant issue is identified, leaders will consider possible causes and appropriate action.

Progress measure:

The annual review will identify significance equality-related issues arising from school information and record any action taken in response.

Objective 3:

To promote a school culture in which students understand and respect difference and in which prejudice-related bullying, discriminator language and harassment are appropriately identified and addressed.

Why we have chosen this objective:

We want all students and staff to benefit from an inclusive environment in which they feel safe, respected and welcome.

To achieve this objective, we plan to:

Use appropriate opportunities within the curriculum, pastoral provision, assemblies, tutor time and wider school life to develop understanding of difference and challenge prejudice.

Progress measure: Relevant incident information and available student feedback will be reviewed to identify recurring themes and any further action required.

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Address sexist and misogynistic language, gender stereotypes and harmful influences through appropriate curriculum, pastoral, safeguarding and behaviour provision.

Progress measure: Relevant recorded incidents and emerging themes will be reviewed and appropriate responses identified.

See students' views on equality, belonging and discriminatory behaviour through existing student voice arrangements where appropriate.

Progress measure: Student voice provides opportunities for students to share their views on equality and belonging with any significant themes or concerns identified and considered as part of the school's ongoing review of provision.