

TGS EQUALITY STATEMENT 2024-2025

Tonbridge Grammar School believes in fulfilling the duties outlined in The Equality Act 2010, ensuring that we have due regard for equality, diversity and inclusion. We aspire to ensure that students and staff are equally valued and respected, and students are encouraged to thrive regardless of their differences. As a provider of employment and education, we value the diversity of our staff and students, and constantly work to remove any and all barriers to progress.

We recognise that people have different needs and we take steps to meet the different needs of all students and staff.

We recognise that for some students extra support is needed and we encourage participation by all students in everyday school life.

We are committed to ensuring that people from different groups are consulted and involved in School decisions.

We have a strong commitment to fairness and equality in everything that we do and ensure that everyone is treated with respect.

We work hard to ensure that the School is a safe, inclusive space for everyone.

We have a school Anti-bullying Policy and a Behaviour Policy that outline our expectations of both students and staff in their interactions with each other, including our approach to tackling bullying and prejudice.

We provide guidance to all staff in relation to dealing with bullying and prejudice in line with our Anti-bullying Policy and Behaviour Policy.

We implement and observe the principles of equal opportunities and non-discrimination in our School with regard to our staff, students, trustees and partner communities.

[LINKS to Anti-bullying Policy, Behaviour Policy, SEND Policy, Homework Charter, Accessibility Plan](#)

Equality Objectives 2024-25

The Equality Act 2010 (Specific Duties) Regulations 2011 requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives which are reviewed annually.

Tonbridge Grammar School is committed to providing an environment that welcomes, respects and protects all people and in order to achieve this, the following objectives have been set for 2024-25.

1. To increase students' understanding of equality through direct teaching across the curriculum

We will promote tolerance and understanding of a range of religions, cultures, gender, sexuality and disabilities through different aspects of our curriculum. This not only includes teaching in the Health, Social and Emotional Education programme (HSEE), Religious Studies and Philosophy, but also activities across other curriculum areas. As an IB World School we are committed to encourage in-depth inquiry where subjects are linked to the real world and learnt through global contexts such as Identities and Relationships, Personal and Cultural Expression, and Fairness and Development.

2. To provide a consistent learning experience with the aim that no student is left behind.

We will use performance data to monitor individual student progress and respond to variations between groups of learners in school and make comparisons with national data and other similar schools. We will provide training for staff to ensure consistent use of data to plan, implement and review interventions for subgroups. We will continue to use Pupil Profiles to enable communication of strategies suggested by the SEN team.

3. To provide an inclusive co-curriculum accessible to all students

We will monitor and promote the involvement of all groups of students in the co-curricular life of the school including opportunities for leadership and student voice.

4. To improve accessibility across the school site

We will continue to review and improve the accessibility across the school site for students, staff and visitors with disabilities in accordance with the TGS Accessibility Plan.