

Equality Information and Objectives Annual Report

Aquinas College Sixth Form College

Reporting Year: 2024–2025

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1. Introduction

Aquinas College strives to be a Catholic college for the whole community, rooted in Gospel values of freedom, justice, and love. We are committed to promoting equality, diversity, and inclusion (EDI) in all aspects of college life. We recognise our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty (PSED) to:

1. Eliminate discrimination, harassment, and victimisation
2. Advance equality of opportunity between people who share a protected characteristic and those who do not
3. Foster good relations between different groups

This annual report combines our equality information and objectives, demonstrating how we are meeting our duties across our workforce and student community.

2. Our College Context

Aquinas College is a sixth form college serving approximately 2,500 students aged 16–19 and employing around 330 staff. Our mission is to be a Catholic college for the whole community, guided by Gospel values and a commitment to inclusivity. We aim to create a welcoming and cohesive environment where everyone feels respected, supported, and able to achieve their potential.

3. Equality Information – Staff

The following data summarises the workforce profile by protected characteristic.
(Based on HR records and self-declaration.)

Category	Group	% of Staff
Gender	Female	70%
	Male	30%
	Non-binary / Other	0%

Category	Group	% of Staff
Age	Under 25	4%
	25-34	12%

	35-44	23%
	45-54	23%
	55-64	22%
	65+	11%

Category	Group	% of Staff
Ethnicity	White	92%
	Mixed/Multiple Ethnic Groups	1%
	Asian/Asian British	3%
	Black or Black British	2%
	Other Ethnic Group	1%
	Not specified	1%

Category	Group	% of Staff
Disability	Declared disability	12%
Disability	No declared disability	88%

4. Equality Information – Students

We monitor and analyse student data to ensure equality of opportunity across all groups. This includes enrolment, retention, achievement, and progression by protected characteristic.

See Student Data below

5. Equality Objectives 2025–2029

Objective 1: Raise the profile of EDI and foster good relationships

Aim: Continue to ensure that Aquinas College is a welcoming and cohesive space for the whole community, where everyone feels a strong sense of belonging and can engage in open, healthy dialogue.

Actions:

- Promote EDI themes through curriculum, tutorials, staff CPD, and college events.
- Celebrate diversity through awareness campaigns and calendar events.
- Provide opportunities for student and staff voice on inclusion matters.

Measures of Success:

- Increased engagement in EDI events and forums.
- Positive staff and student feedback on belonging and inclusion.

Objective 2: Tackle discrimination, harassment, and bullying

Aim: Continue to assess and strengthen college processes for reporting bullying, harassment, and discrimination, ensuring that policies are visible, accessible, and consistently applied.

Actions:

- Review and streamline policies on bullying, harassment, and discrimination.
- Ensure staff and students are aware of reporting routes and confident in using them.
- Provide training for staff on early intervention and inclusive behaviour management.

Measures of Success:

- Policies clearly communicated and accessible.
- Increased awareness and confidence in reporting systems.
- Fewer incidents requiring escalation.

Objective 3: Advance equality of opportunity

Aim: Ensure that all members of the college community have equal access to college services, spaces, and opportunities, and that wider participation is embedded as a cross-college value.

Actions:

- Monitor participation and outcomes across protected characteristics.
- Identify and address barriers to engagement or progression.
- Promote inclusive practices in teaching, recruitment, and enrichment.

Measures of Success:

- Narrowing of participation or achievement gaps.
- Increased representation in student leadership and staff recruitment.

Objective 4: Strengthen wellbeing

Aim: Deepen the college focus on wellbeing, recognising the intrinsic link between staff and student wellbeing.

Actions:

- Develop and embed a joined-up wellbeing strategy.
- Provide targeted wellbeing support and training for staff and students.
- Promote healthy work-life balance and positive mental health practices.

Measures of Success:

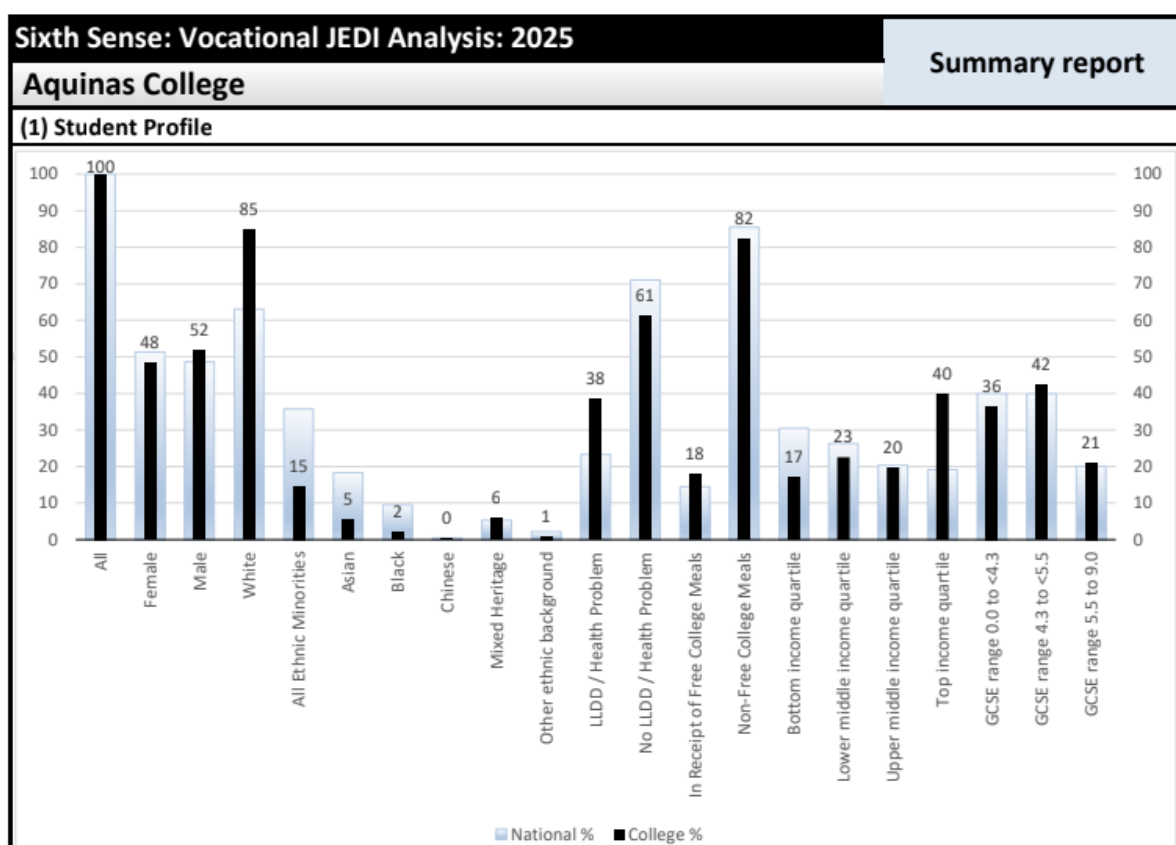
- Positive feedback in staff and student wellbeing surveys.
- Reduced sickness absence linked to stress or anxiety.
- Visible engagement with wellbeing initiatives across the college.

6. Progress and Next Steps

The College will continue to monitor equality data, review policies, and evaluate progress against the above objectives annually. Key actions for 2025 include developing an updated Wellbeing Strategy, strengthening EDI visibility across the curriculum, and improving data completeness for staff characteristics.

7. Accessibility and Contact

This report is available on the Aquinas College website at www.aquinascollege.ac.uk. Alternative formats can be requested from the HR Department at personnel@aquinas.ac.uk. Feedback on this report is welcomed and will inform future equality objectives.



Aquinas College

(1) Student Profile

