



**Lakelands**  
Academy

**LAKELANDS ACADEMY  
EQUALITY POLICY AND  
OBJECTIVES - PUPILS**

**NEXT REVIEW Autumn 2022**

## **1. Aims**

Lakelands Academy 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 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 and trustees will:**

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the academy, 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 headteacher will:**

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

### **Members of the Leadership Team and Middle Leaders will:**

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs
- Ensure they are familiar with all relevant legislation and the contents of this document

- Attend appropriate equality and diversity training
- Liaise with relevant members of staff to discuss any issues and how these are being addressed

All academy 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**

The academy 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.

#### **5. 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 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
- 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 clubs and sports)

#### **In fulfilling this aspect of the duty, the academy will:**

- Analyse student progress and attainment data in relation to groups with different characteristics to determine strengths and areas for improvement, implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic bullying)
- Analyse further data about any issues associated with particular protected characteristics, identifying any issues which could affect students

#### **6. Fostering good relations**

The academy 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 RE, and PSHEE 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. Students 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
- Encouraging and implementing initiatives to promote understanding between different groups of students within the school. For example, our school council includes representatives from the Kettlemere Centre and is formed of students from a range of backgrounds. All students are encouraged to participate in the academy's activities, such as sports clubs.

## **7. Equality considerations in decision-making**

The academy ensures it has due regard to equality considerations whenever significant decisions are made.

The academy 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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## **8. Equality objectives**

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as **protected characteristics**). For school and academies, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

(Marriage and civil partnerships and age are also 'protected characteristics', but do not apply to our provision for students, though they do apply to staff)

Under the Act, the academy is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Publish information to show compliance with the Equality Duty. This is done via our **Public Sector Equality Duty Policy**
- Publish Equality Objectives which are specific and measurable

Our Equality Policy is in line with national guidance and contains information about how the academy complies with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach and commitment to promoting equality. Our Equality Objectives reflect the academy's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

**Our Equality Objectives for 2019/2022 are:-**

- To promote positive relationships between the mainstream academy and Kettlemere Centre, so that all students feel equal pride in and a sense of belonging to Lakelands Academy, and so all Kettlemere students are able to integrate successfully and thrive within most mainstream lessons by Key Stage 4
- To increase the level of student voice by ensuring that our traditional 'academy' council includes a fair representation of all students, and through this to foster positive relationships in the academy between those who have protected characteristics (as defined by the Equality Act) and those who do not, so that they feel valued, confident and are more likely to achieve their potential.