



Lakelands Academy

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 Single Equality Policy
- Publish Equality Objectives which are specific and measurable

Our Single 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 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 2022/2025 are:-

- 1. To improve levels of attendance and attainment across KS3 and KS4 and respond to variation between groups of learners, with a particular focus on disadvantaged students.**
- 2. To identify and implement changes required to make Lakelands Academy a supportive and welcoming environment for young people who are LGBT+, encourage the development of self esteem in LGBT+**

students, and promote tolerance and understanding across the academy community

- 3. To continue 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 some mainstream lessons by Key Stage 4**