



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 2025/2028 are:

1. **To further 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. **For our school to be a place where everyone feels safe, respected and included. By living out the values of democracy, the rule of law,**

individual liberty, mutual respect and tolerance, we make sure every pupil has the chance to succeed and every family feels valued.

- 3. To promote and support equal representation of all student demographics in leadership positions, including Student Senate, and other school leadership roles.**