



LANDAU  
FORTE  
ACADEMY  
AMINGTON

<b>Policy Name</b>	<b>Equality Policy</b>
<b>Policy Number</b>	<b>AMN007</b>
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<b>Reviewed by</b>	<b>Mrs M Corrigan</b>
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## **1. Aims**

Our Academy aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

Our academy aims to promote respect for difference and diversity in accordance with

our values of being ambitious, brave and kind.

## **2. Legislation and guidance**

This document meets the requirements under the following legislation:

- [Equality Act 2010: guidance - GOV.UK](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011 - GOV.UK](#), which require academies 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

This document also complies with our funding agreement and articles of association.

## **3. Roles and responsibilities**

The Trust and Academy Committee 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal

## **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. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training as part of our annual INSET programme.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the academy aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that 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 (e.g. enabling Muslim pupils to pray at prescribed times)
- 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 academy societies) In fulfilling this aspect of the duty, the academy will:
- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **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 Values, RE, Learning for Life, World Studies, citizenship and personal, social, health and economic (PSHE) 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. Pupils 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 to students, and organising academy trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the academy. For example, our Student parliament has representatives from different year groups and is formed of pupils from a range of backgrounds.
- All pupils are encouraged to participate in academy activities, such as sports clubs.
- We also work with parents to promote knowledge and understanding of different cultures

## **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 trip or activity is being planned, the academy considers whether the trip:

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

## **8. Equality objectives**

As part of the Landau Forte Charitable Trust, Landau Forte Amington acts in line with the overall Trust objectives. However the academy additionally has the following objectives as part of their commitment to equality.

### **Objective 1: Reduce Attendance Gaps**

By July 2027, Landau Forte Academy Amington will narrow the attendance gap between pupils with Special Educational Needs and Disabilities (SEND) and their peers by at least 2%, This will be attained through targeted interventions and parental engagement.

### **Objective 2: Promote Inclusive Curriculum**

Landau Forte Academy Amington will aim to ensure that all curriculum areas reflect diverse cultures, identities, and perspectives. Through audited and updated curriculum content, all curriculum areas will include inclusive content by July 2027 that fosters good relations and eliminates bias.

### **Objective 3 : To monitor and promote the involvement of all groups of pupils in the extra-curricular life of the academy.**

By July 2027, Landau Forte Academy Amington will increase participation in extra-curricular activities and leadership roles (including the Student Parliament) among underrepresented pupil groups by 10%, as measured through termly participation audits and pupil voice surveys. This will be achieved through targeted promotion, staff mentoring, and inclusive activity design.

## **9. Monitoring arrangements**

The Principal will update the equality information we publish, at least every year. This document will be reviewed by the Academy Committee and at least every 4 years.

## **10. Links with other policies**

This document links to the following policies:

Accessibility plan

Attendance policy

PSHE policy