Lord Lawson of Beamish Academy

LORD LAWSON OF BEAMISH ACADEMY

EQUALITY INFORMATION AND OBJECTIVES POLICY

Originator: Louise Doran
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Reviewed by Governing Body: November 2026
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1. Aims

Lord Lawson of Beamish 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 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: The Equality Act 2010 and academies

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

3. Roles and responsibilities

The Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the academy, including to staff, students 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 Academy Principal and the Senior Leadership Team

The Academy Principal will:

- Promote knowledge and understanding of the equality objectives amongst staff and students. Monitor success in achieving the objectives and report back to governors
- Ensure all academy staff have regard to this document and to work to achieve the objectives as set out in section 7.

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 or training sessions.

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 which are connected to a particular characteristic they have (e.g. students with disabilities, or homosexual students 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 students to access to Halal food)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of academy activities)

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

- Publish attainment data each academic year showing how students are performing
- Analyse the above data to determine strengths and areas for improvement for students with different characteristics, implement actions in response
- Make evidence available on request identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Analyse further data about any issues associated with particular protected characteristics, identifying any issues which could affect our 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
- 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 organising academy trips and activities based around the local community

- Encouraging and implementing initiatives to deal with tensions between different groups of students within the academy
- All students are encouraged to participate in the academy's 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 of its community.

8. Equality objectives

Objective 1:
To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for students

Objective 2:
To raise levels of attainment in core subjects for vulnerable students

Objective 3:
To review levels of parental and student engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement