

LONGLEY PARK SIXTH FORM ACADEMY EQUALITY INFORMATION AND OBJECTIVES STATEMENT



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Longley Park Sixth Form Academy

Equality Information and Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The academies general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the academy community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for young people and staff. Our academy is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the academy. This environment will be achieved by:

- Being respectful.
- Always treating all members of the academy community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole academy community understands what inclusive behaviour looks like in the academy and how this aligns with the academies values.
- Adopting an inclusive curriculum that is accessible to all.



- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our academy with the utmost severity. When an incident is reported, our academy is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our students are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive - To work in teams, to ensure others get a turn, to include everyone and recognise their special skills.
- Aware of what constitutes discriminatory behaviour.

The academy's employees will not:

- Discriminate against any member of the academy community.
- Treat other members of the academy community unfairly.

The academy's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the academy provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.



Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the academy community. All staff members are obliged to act in accordance with the academy's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

We monitor the uptake of extracurricular activities to ensure all groups are represented, where groups are identified as not being engaged we work hard to understand why this is the case and to take positive actions into place.

During academy time we ensure all groups are represented in opportunities and activities.

We make positive choices when choosing resources and curriculum content.

Inclusion

We actively celebrate the academy values and praise our young people for following them.

Adults model the behaviour, expectations and inclusive philosophy of the academy. Staff actively ensure that all groups and children are included in and have access to activities, resources and opportunities.

We ensure that we develop high quality relationships with children ensuring that they feel a sense of welcome and belonging to the academy community.

Closing statement

Prejudice is not tolerated, and we are continuously working towards a more accepting and respectful environment for our academy community.



Equality objectives

Objective 1

Teachers, managers and leaders will regularly monitor and analyse provision and support services to ensure they are designed to identify and address the specific needs of all groups. This will ensure that teachers are able to plan, implement and evaluate practice which enables all students, regardless of protected characteristics, are able to engage in learning tasks, activities and assignments.

Why we have chosen this objective:

We are proud to have a diverse student body and we want to ensure that all learners, regardless of characteristics, make excellent progress across their study programme. Through monitoring and challenge, we can ensure that any gaps in progress between groups is identified early and intervention put into place.

To achieve this objective, we plan to:

- Review the progress, attainment, retention and attendance of all students, by characteristics, at each grade prediction group.
- Identification of these gaps will be a focus of review meetings with curriculum areas and teachers, and early intervention plans will be put into place.
- Learner voice will be conducted to ensure that the work that is being completed is representing the students views and feelings. Provision reviews will take place where a systemic issue of performance gaps are identified.
- Review thresholds for literacy to ensure that no student faces significant barriers to learning due to EAL.

Progress we are making towards this objective:

- The academy ensures teachers can plan, implement and evaluate practice which enables all students, regardless of characteristic, are able to engage in all learning tasks, activities and assignments.
- The academy provides students opportunities to develop their knowledge and skills to support further progression.
- The academy provides opportunities for students to engage in a range of experiences from as broad a perspective as possible.
- Quality meetings focus on gaps in attainment and progress that student characteristic groups make and puts intervention into place where appropriate.



Objective 2

Academy managers and leaders will work with staff to ensure equality and diversity is embedded across all aspects of provision and support services and that students take an active role in celebrating the diversity of our community. This will ensure that the diversity of our student body is recognised, celebrated and used as a tool for improving opportunities to improve awareness of diversity across all areas of the academy.

Why we have chosen this objective:

The academy considers the diversity of backgrounds and experience of our student population in ensuring support provision meets the needs of all students.

To achieve this objective, we plan to:

The academy will put in place opportunities for staff and students to have the opportunity to explore and discuss sensitive and potentially contentious issues such as race, religion or belief and sexual orientation.

Through enrichment, PSHE, curriculum mapping, and centrally organised offer, we will review, implement and deliver a variety of programmes to embed core values around diversity.

Progress we are making towards this objective:

- The academy actively supports and promotes Fundamental British Values through the embedding of the rule of law, democracy, individual liberty and mutual respect and tolerance across the organisation.
- Teachers are expected to ensure students studying their course or subject have been given the opportunity to explore, experience and discuss FBV in helping them to develop the qualities to be a global citizen.
- The academy will enable teachers and support staff to manage difficult conversations on sensitive and potentially contentious issues such as race, religion or belief and sexual orientation.
- The academy works with a range of stakeholders representing the wide demographic of our student and staff body, to support and challenge our delivery and programmes for students.