



EQUALITY POLICY STATEMENT

At West Lakes Academy, we are committed to ensuring equality of education and opportunity for all students, staff, parents and carers receiving services from our academy, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to our academy feel proud of their identity and are able to participate fully in academy life.

We have taken an organisational approach and have ensured that all equality strands are woven into the everyday working of our academy, particularly in relation to formulating policy and practice around both delivery of our service and employment but also in relation to other functions such as setting budgets, making public appointments and funding.

The achievement of students will be monitored by race, gender, and disability and we will use this data to support students, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At West Lakes Academy we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

The Single Equality Scheme (SES) to which this Policy Statement relates also highlights how our academy has worked with and listened to the staff, students, parents and carers to inform development of objectives and action plans and the need and commitment required to ensure the Scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our academy community.

The SES sets out how students with the following protected characteristics (previously known as equality strands) will be protected in our academy from harassment and discrimination: -


- Disability
- Gender
- Race
- Religion and belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity


This Scheme extends, however, to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. students from low income families), Children Looked After and those with Child Protection plans.

As well as delivering high quality services to our students, the academy is also committed to being a good employer and as such the Scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, the Scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics:

- Age
- Being married or in a civil partnership

This Policy Statement and Single Equality Scheme will be reviewed every three years and is reported on to the Governing Body annually.

Signed:  (Principal) Date: May 2018

Signed:  (Chair of Trustees) Date: May 2018