

## **Equality Objectives Statement**

**2017 - 2020**

Lake Farm Park Academy is committed to meeting its duties to the community as expressed through its public duties and acknowledges that we have statutory duties:

- Eliminate discrimination;
- Improving equality of opportunity for people with protected characteristics
- Consulting and involving those affected by inequality in the decisions your school takes to promote equality and eliminate discrimination (this could include parents, pupils, staff members of the community).

### **Equality Objective One: Eliminating discrimination**

Provide educational opportunities for children and adults to better understand autism and how to ensure the people with autism are fully accepted, valued and included.

Provide diversity training for all staff members, including transgender awareness.

### **Equality Objective Two: Improving equality of opportunity for people with protected characteristics**

Review all employment policies to ensure that we have not inadvertently included anything that could be to the detriment of people with protected characteristics.

Review PE curriculum to ensure that all children, including the children in our Special Resource Provision, are given a range of physical experiences which they can enjoy and where they can experience success.

### **Equality Objective Three: Consulting and involving those affected by inequality in the decisions your school takes to promote equality and eliminate discrimination (this could include parents, pupils, staff members of the community).**

Establish partnership working with local community groups so that we can consult with them on a range of relevant matters.

Ensure that the Academy Council reflects the diversity of the community that the academy serves and make sure that community needs, including the needs of people with protected characteristics, are addressed.

