Equality Duty Statement

At Lightwoods Primary Academy we welcome our duties under the Equality Act 2010.

The Academy's general duties, with regards to equality are:

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

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

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

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

The Academy recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.

Lightwoods Primary Academy has identified the following specific objectives:

- To analyse the academic progress of specific student cohorts (gender, ethnicity etc) on a termly basis and put intervention plans in place as necessary
- To audit the involvement of ethnic minority students in "whole school life" (clubs, residential visits, etc.) and if necessary, develop strategies to address issues that are identified
- Review provision for students with physical disabilities and mobility issues and ensure that curriculum and wider school experience is fully accessible
- To reduce the incidence of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To promote cultural development and understanding through a rich range of experiences both in and beyond the Academy

Review date: September 2024