



## **PUBLIC EQUALITY STATEMENT**

The London Academy of Excellence Tottenham (LAET) is committed to promoting equality and overcoming discrimination in all its forms. This document sets out the steps LAET is taking to achieve these aims and to comply with the obligations imposed by the public authority duty set out in the Equality Act 2010. These are to:

- eliminate discrimination, victimisation and harassment;
- advance equality of opportunity between people who share one or more of the characteristics the Act protects (a "protected characteristic") and people who do not share those characteristics; and
- foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

In order to ensure LAET complies with these obligations, its governors and management team take considerable care, when developing policies and making decisions, to take their equality implications into account. The implications of their decisions and actions for students, staff and other members of the LAET community with particular protected characteristics, are carefully assessed.

The governors and the management team have drawn up the equality objectives set out below on the basis of data and evidence. They have been endorsed by the governors. Progress will be monitored regularly and the objectives themselves will be annually reviewed.

LAET continues to collect data regarding the make up of the LAET community in relation to protected characteristics, as well as data regarding achievement and university progression of LAET students, again broken down by reference to protected characteristics. This data is used to assess progress against the equality objectives which have been endorsed by the governors.

LAET actively works to increase the representation of teachers from BME communities and continues to consider how to encourage applications from members of this community.

LAET's staff and students understand the importance of promoting equality within the LAET community, by fostering good relations between students and between students and staff, overcoming discrimination and challenging prejudice, wherever it may exist.

## LAET EQUALITY OBJECTIVES

Aim	Action	Anticipated Timeframe	Report
To promote British values and independent thinking by raising awareness of and fostering positive attitudes to alternative lifestyles in modern British society	PHSE programme; whole school assembly programme; regular programme of thought provoking speakers	Ongoing	Education Committee
To ensure that all groups (for example, students with special needs) perform in line with LAET average and exceed national average.	SEN support; continuous assessment of student achievement; early intervention based on achievement data	Ongoing	Education Committee
To ensure staff and governors have a clear understanding of their obligations in relation to equal opportunities and non discrimination and are equipped to assess the impact of decisions and actions on members of the LAET community with protected characteristics	Programme of staff and governor training; regular discussion of equality impact of decisions at governors' meetings	Ongoing	Finance Committee

<p>To ensure that students are not disadvantaged by their gender and that there is equality of opportunity for male and female students</p>	<p>Positive male and female role models, both among staff and in speaker programme; identifying and addressing barriers to female student participation in extra-curricular activities; mentoring and supporting female students</p>	<p>Ongoing</p>	<p>Education Committee</p>
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