

Equality policy

2022 - 2023

Approved by: Pip Burley

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1. Aims

LAMP Learning aims to meet its obligations and equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The directors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout LAMP, including to staff, students and parents, and that they are reviewed and updated at least once every four years
- Take responsibility for monitoring the achievement of the objectives.
- meet with the designated member of staff for equality every and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Promote knowledge and understanding of the equality objectives amongst staff and students

The designated member of staff for equality will:

- Support the directors in promoting knowledge and understanding of the equality objectives amongst staff and students
- Support the directors in identifying any staff training needs, and deliver training as necessary

All LAMP staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

LAMP is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

LAMP has a designated member of staff for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders aware of these as appropriate.

5. Advancing equality of opportunity.

As set out in the DfE guidance on the Equality Act, LAMP aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. students with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities

6. Fostering good relations

LAMP aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum e.g. teaching in citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Working with our local community. e.g. inviting leaders of local faith groups to speak at assemblies, and organising trips and activities based around the local community

7. Equality considerations in decision-making

LAMP ensures it has due regard to equality considerations whenever significant decisions are made.

LAMP always considers the impact of significant decisions on particular groups. For example, when a trip or activity is being planned, LAMP considers whether the trip:

- Cuts across any religious holidays
- Is accessible to students with disabilities
- Has equivalent facilities for boys and girls

8. Monitoring arrangements

This policy will be reviewed every year

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment