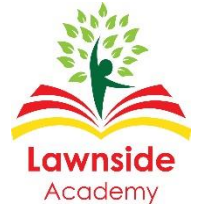


Lawnside Academy

Equality Guidance



1. Introduction

Lawnside Academy is committed to promoting equality, eliminating discrimination, and fostering an inclusive environment for all pupils, staff and families. This guidance outlines how the academy meets its duties under the Equality Act 2010 and the Bedfordshire Schools Trust (BEST) Equality Policy.

The academy aims to ensure that every member of the school community is treated fairly, with dignity and respect, and that all pupils are supported to achieve their full potential.

2. Legislative Framework

This guidance is informed by the following legislation:

- Equality Act 2010
- Gender Equality Duty 2006
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Equality Act (Sexual Orientation) Regulations 2007

The Equality Act 2010 identifies protected characteristics, including race, disability, sex, gender reassignment, religion or belief, and sexual orientation.

3. Admissions and Suspensions

BEST admissions arrangements are fair, transparent and compliant with the Equality Act 2010. Admissions decisions do not discriminate on the basis of protected characteristics.

Suspensions follow the Lawnside Academy Behaviour Policy. The academy monitors suspension data to identify and address any potential adverse impact.

4. Teaching and Learning

Lawnside Academy aims to provide high-quality teaching that enables all pupils to achieve and excel. The academy will:

4.1 Ensure equality of access for all pupils and prepare them for life in a diverse society.

4.2 Maintain high expectations and aspirations for every pupil.

4.3 Monitor achievement data by ethnicity, gender and disability, addressing any gaps.

4.4 Use contextual data to improve support for individuals and groups.

4.5 Use teaching materials that reflect the diversity of the academy and wider community.

4.6 Take positive steps to decolonise the curriculum and ensure representation.

4.7 Promote attitudes and values that challenge prejudice and discrimination.

4.8 Provide opportunities for pupils to appreciate their own culture and celebrate others.

4.9 Encourage open discussion of equality, diversity and inclusion. 4.10 Ensure classroom approaches are inclusive and reflective of the academy population.

5. Race Equality

Race includes colour, nationality, and ethnic or national origins. Lawnside Academy is committed to promoting racial equality and tackling racism in all forms.

6. Disability

This guidance should be read alongside the Special Educational Needs Policy and Accessibility Plan.

The Equality Act 2010 defines disability as:

“a physical or mental impairment which has a substantial or long-term adverse effect on... normal day-to-day activities.”

The academy is committed to making reasonable adjustments and ensuring disabled pupils are not disadvantaged.

7. Gender Identity and Gender Equality

Lawnside Academy complies with the Gender Equality Duty 2006 and the Equality Act 2010. The academy will:

- Promote equality between genders.
- Eliminate unlawful discrimination and harassment on grounds of sex or gender reassignment.
- Support transgender pupils and staff with dignity and respect.

8. Gender Reassignment Regulations

Individuals who intend to undergo, are undergoing, or have undergone gender reassignment are protected from discrimination. Less favourable treatment relating to absence for gender reassignment is unlawful if comparable absence (e.g., sickness) would be treated more favourably.

9. Sexual Orientation, Religion and Belief

Lawnside Academy does not discriminate on the grounds of sexual orientation, religion or belief. The academy will:

- Promote understanding of different religions and beliefs.
- Recognise the positive contribution that faith and belief make to the school community.

10. Fostering and Adoption

The academy recognises that families are formed in different ways. Pupils involved in fostering or adoption processes will be supported sensitively. Staff will avoid language that implies only birth families are “real” families.

11. Tackling Discrimination

Harassment or victimisation related to protected characteristics is unacceptable. All staff are expected to challenge discriminatory behaviour and support pupils affected by it.

Staff must understand:

- **Direct discrimination** – treating someone less favourably because of a protected characteristic.
- **Indirect discrimination** – applying a provision or practice that disadvantages a group.

Racist incidents are reported to the Principal and to the Governing Body termly.

12. Discriminatory Incidents

Examples include:

- Physical assault
- Derogatory names, insults or jokes
- Racist, sexist, homophobic or transphobic graffiti
- Wearing discriminatory badges or insignia
- Verbal abuse or threats
- Incitement to discriminate

- Discriminatory comments during discussion
- Ridicule of cultural or personal differences
- Refusal to cooperate based on protected characteristics

13. Uniform

The academy uniform is non-gender specific and offers a broad range of options suitable for all pupils.

14. Reporting and Responding to Incidents

Pupils and staff can report incidents to any member of staff. Staff must follow the Behaviour and Safeguarding Policies when escalating concerns.

15. Monitoring

All logged incidents are monitored and reviewed. Data is used to inform improvements to practice and policy.

16. Publishing Equality Objectives

The Local Governing Body reviews equality objectives annually. Progress is published on the academy website.

17. Review Cycle

This guidance will be reviewed annually or sooner if required by changes in legislation or Trust policy.

18. Version Control

Version	Date	Author	Notes	Ratified	Next Review
4	February 2026	C. Johnson	Full review and update	March 2026	September 2026
3	September 2023	C. Johnson	Reviewed	October 2023	September 2024
2	December 2022	C. Johnson	Updated terminology	December 2022	September 2023
1	September 2021	C. Johnson	Initial version	—	September 2022