

Academy Equality Objectives
Equality and diversity statement 2025-2026

England Lane Academy is committed to achieving a working and learning environment which provides equality of opportunity and freedom from unlawful discrimination. This ambition is firmly embedded with the Equality and Diversity Policy of DELTA.

Commitment to Staff

As an educational institution it is our duty to ensure equality of opportunity between people from different groups and foster good relations between people from different groups. We are bound to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity.

Under the Equality Act 2010, the categories of **age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity are now known as 'protected characteristics.'**

It is unlawful to discriminate against any employee or child, directly or indirectly because of any of the 'protected characteristics.'

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of a protected characteristic.

Pledge to Children

All children, regardless of any 'protected characteristics', will be equally and fairly treated and supported to ensure that they make progress and fulfil their potential.

All children, regardless of any 'protected characteristics', will be equally valued and have equal and fair access to all of the opportunities that the academy has available.

All children, regardless of any 'protected characteristics', will have equal access to the curriculum, options, specialist support and independent advice to ensure that all decisions made about curriculum choices are in the best interest of every individual child.

Through assemblies all children will learn about and develop an understanding of different faiths from around the world.

Through assemblies, all students will learn about and develop an understanding of British Values and what it means to be a citizen living in modern Britain.

ELA Objectives

Equality Objective	Actions
To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community	Implement Jigsaw PSHE/RSE scheme across the school, including whole school assemblies. <ul style="list-style-type: none"> • Continue to develop the scope and impact of the RE scheme and associated activities. • Develop, through the SMSC calendar, a wider range of visits to other cultural places. • Explore and experience different religious celebrations and their significance. • Continue to teach British Values through assemblies and curriculum links.
To monitor and promote the involvement of all groups of students in the extracurricular life of	<ul style="list-style-type: none"> • Provide a diverse range of extra-curricular sports clubs which are open to all groups.

<p>the academy, including leadership opportunities, especially students with special educational needs and disabilities.</p>	<ul style="list-style-type: none"> • Monitor involvement in extra-curricular sports clubs. • Target non-involvement in extra-curricular sports clubs by providing a broad range of sports and tracking inclusion. • Ensure the Academy Council is voted for in a democratic process in each class. • Develop a whole school approach to debate, that covers topical issues.
<p>To ensure all pupils are aware of, appreciate, and value difference and diversity</p>	<p>Review different curriculum events/activities to ensure all pupils are included. Ensure curriculum displays throughout school show a diversity from a range of backgrounds. Monitor behaviour logs to review incidents including different key groups</p>