

## The Equality Duty

At Leighton Academy we have given ‘due regard’ to the Equality Act 2010 by meeting our specific duties to publish information and equality objectives. The Act put in place a number of duties for public bodies, including schools, to ensure that they have due regard to certain ‘protected’ groups. The protected groups are **age, gender reassignment, disability, race, religion or belief, gender, sexual orientation and pregnancy or maternity**. Cheshire East includes two further characteristics – **carers and socio-economic disadvantage**. In summary, all public bodies and schools must have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Intended outcome	Action	Who will lead?	Who will monitor and report on progress made?	Success Criteria
Close the gap to National Standards for vulnerable children such as those eligible for Pupil Premium and those with SEN.	Assessment and Progress Reviews	SENcos	Management Team	Scrutinising data/assessment frequently to check whether interventions are effective and that support is targeted.
To develop a systematic school approach to monitoring significant ethnic groups.	Whole school awareness of ethnicity; attainment and progress monitoring	Nigel Pearson – MFL/EAL co-ordinator	Management Team	A totally inclusive school community.

To ensure any building modifications meet DDA requirements.	Awareness of requirements	SENCoS	Leadership Team	A totally inclusive environment
To ensure that school policies will be reviewed to avoid discrimination, victimisation and harassment.	Active review of policies	Governors	Leadership Team	Meeting our duties under the Equality Act
To ensure that staff induction includes raising awareness of the Equality Act and that staff understand their responsibility under the Equality Act.	Thorough induction	SENCo.	Leadership Team	Staff awareness and confidence in their role in school

Leighton Academy has regard for the views of the community on the provision we provide. We will continue to embed and promote equalities throughout the school and its community and to help improve the school experience for a range of different pupils.