

EQUALITY ACT 2010 – DUTY TO PUBLISH INFORMATION AND OBJECTIVES

La Fontaine Academy

Introductory section

Under the Equality Act 2010, we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations. We take seriously our specific duties to publish information about our Academy population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them. In everything we do as an Academy, we take account of how we can get rid of discrimination, give pupils an equal chance, and encourage everyone to get along.

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our pupil population in 2021 comprises:

No on roll:	% Ever 6 FSM	% SEN support	% SEN EHCP	% EAL	% Ethnic minority pupils	% School stability	%LAC	% boys	% girls
School data:	9.5%	3.8%	0.8%	35.8%	35.3%	25.6%	0%	48.8%	51.3%

Our school equality statement

La Fontaine is a proudly, and proactively, inclusive school that strives to ensure that all children feel seen, heard and appreciated. We celebrate our differences, as our differences are what make us stronger as a community.

Here are some of the ways we do this

- The Academy gathers information on the pupil population broken down by ethnicity and gender
- The Academy analyses attainment data to identify if groups of children are not reaching their potential, allowing us to address their specific needs.
- Mr Tirrell and Mme Greer have responsibility for equality matters.
- There are clear procedures for dealing with prejudice-related bullying and incidents (see anti-bullying policy).

These are our objectives

- Ensure the academy curriculum is inclusive and incorporates a diverse range of perspectives and experiences.
- Further develop quality provision for SEND and PP students, embedding a graduated response alongside well-planned interventions for specific SEND needs.
- Embed a consistent approach to assessment, across all curriculum areas, enabling teachers to identify and address gaps in learning for groups and individuals.
- Create an Academy-wide Equality, Diversity and Inclusion statement and continue to work towards becoming an anti-racist organisation.
- Develop the La Fontaine's Pastoral and Mental Health offer, including support and guidance for parents, staff and students.

Detail on how we will deliver these objectives is in the Academy Improvement Plan.

Signed by:



Michael Tirrell
Head of School



Tim Mills
Executive Headteacher