



Lantern ACADEMY

'Where every child shines.'

Public Sector Equality Duty Report 24/25

Policy Review

This policy will be reviewed in full by the Governing Body on an annual basis.

The policy was shared for information purposes with the Governing Body in November January 2025

It is due for review in November 2025 (up to 12 months from the above date).

Signature _____

Date _____

Headteacher

Signature _____

Date _____

Chair of Governors

Date of last review	21/11/2024	X	Named Responsibility	Michelle Skidmore
Approved by the LGB		X	Named Responsibility	LGB
Date for Review	November 2025		Named Responsibility	Michelle Skidmore

Introduction

The Public Sector Equality Duty requires schools to publish information to demonstrate how they have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it

This report sets out how we meet the Duty. We will update this report on annual basis and make it publicly available via the Lantern Academy website.

At Lantern Academy we are committed to promoting equality and diversity, ensuring that all members of our school community are treated fairly and with respect. This report outlines our approach to fulfilling the public sector equality duty and ensuring that equality and diversity are embedded in all aspects of our school life. Lantern Academy actively upholds the equality objectives set out by the Learning Community Trust; these are reviewed at least every 4 years. When carrying out our functions as a Learning Community Trust school, we have due regard to the three equality aims:

1. To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited. In relation to children, our academies seek to meet this aim by monitoring admissions, exclusions, attendance and prejudice related incidents. In respect of staff, our Trust seeks to meet this by ensuring that there are appropriate employment policies in place.
2. To advance equality of opportunity between groups/people who share a relevant protected characteristic and groups/people who do not share it, by considering the need to remove or minimise disadvantage, by taking steps to meet different needs, and by encouraging participation when it is disproportionately low.
3. To foster good relations between groups/people who share a relevant protected characteristic and groups/people who do not share it.

Lantern Academy Objectives

Our objectives in fulfilling the Public Sector Equality Duty are as follows:

1. Eliminating Discrimination

We will:

- Ensure that all school policies and procedures are free from discrimination and promote equality.

- Provide training and support for staff, ensuring they are aware of their responsibilities and rights under the Equality Act 2010.
- Take appropriate action to address any reported incidents of discrimination or harassment.
- Monitor and analyse data on the attainment, progress, and well-being of different groups of pupils to identify and address any disparities.

2. Advancing Equality of Opportunity

We will:

- Be proactive in identifying and removing barriers to achievement and participation for all children.
- Provide a broad and balanced curriculum that promotes equality, respect, and diversity.
- Adapt teaching and learning strategies to meet the needs of individual children taking into account their characteristics and circumstances.
- Promote positive role models and challenge stereotypes through the use of diverse resources and examples.

3. Fostering Good Relations

We will:

- Promote a positive school ethos, where everyone feels valued and respected.
- Promote understanding and respect for different cultures, religions, and backgrounds.
- Encourage dialogue and collaboration between different groups within the school community.
- Celebrate the achievements and contributions of individuals and groups from diverse backgrounds.

Lantern Academy actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. These British Values are embedded throughout the curriculum and explicitly taught through PSHE lessons and assemblies delivered by staff and the Student Council.

At Lantern Academy we respect and value all children and are committed to providing a caring, friendly, and safe environment for all our children so they can learn and achieve their full potential. We believe every child should be able to participate in all school activities, as well as extra-curricular activities in an enjoyable and safe environment and be protected from harm.

Roles and Responsibilities

To ensure the effective implementation of the objectives stated, the following roles and responsibilities are assigned:

- **Headteacher:** Overall responsibility for ensuring compliance with the Public Sector Equality Duty and promoting equality and diversity. Monitoring and reviewing the school's compliance with the Public Sector Equality Duty, providing guidance and

support to staff, and reporting to the Learning Community Trust and Governing Body.

- Local Governing Body: Ensuring that policies, practices, and procedures are in line with the objectives of this policy.

Monitoring and Review

The Headteacher is responsible for monitoring and reviewing the effectiveness of this policy. This will include regular data analysis, consultation with staff, pupils children, and parents/carers, and the review of relevant policies and procedures. Any necessary adjustments or improvements are made accordingly.