

Policy Name	LFCD Equality Information and Objectives Policy
Policy Number	T062
Date of Issue	January 2024
Reviewed by	Audit Committee
Date of next review	January 2025

Contents

1. Aims3

2. Legislation and guidance3

3. Roles and responsibilities3

4. Eliminating discrimination3

5. Advancing equality of opportunity4

6. Fostering good relations4

7. Equality considerations in decision-making5

8. Equality objectives.....5

9. Monitoring arrangements.....6

10. Links with other policies.....6

1. Aims

Our college aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

Our college aims to promote respect for difference and diversity in accordance with our values.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require colleges to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and colleges](#).

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The Trust and College Committee will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the college, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal

4. Eliminating discrimination

The college is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every as part of our annual INSET programme.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the college aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of college societies) In fulfilling this aspect of the duty, the college will:
- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The college aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in Values, RE, Learning for Life, World Studies, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak to students, and organising college trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the college. For example, our college council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the college's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The college ensures it has due regard to equality considerations whenever significant decisions are made.

The college always considers the impact of significant decisions on particular groups. For example, when a college trip or activity is being planned, the college considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

As part of the Landau Forte Charitable Trust. Landau Forte College Derby acts in line with the overall Trust objectives. However the college additionally has the following objectives as part of their commitment to equality.

Objective 1

Increase the Progress 8 score for Pupil Premium students so it is in line with the Progress 8 score for non Pupil Premium students.

We will plan to do this via high quality teaching and learning and intervention. We will analyse key data at points throughout the year to allow us to intervene and support key students. This will enable staff to appropriately adapt and develop strategies to remove any barriers to learning to ensure that improvements are seen year on year.

This objective is in line with the values of the College and Trust to improve outcomes for all young people and will be monitored and reported on at least annually.

Objective 2

Increase the attendance of Pupil Premium students so it is in line with the attendance of non Pupil Premium students.

Improvements in attendance for pupil premium students will be achieved through rigorous data monitoring and impactful early intervention with students and their families. We will build strong relationships with our students and their families and ensure that LFCD is a welcoming environment for students who face the most complex barriers to attendance.

This objective will have a significant impact on the outcomes for this group of young people and is reported on weekly, termly and annually.

Objective 3

Increase the attendance of EHCP students and SEND support (K code) students so it is in line with the attendance of non SEND students

Improvements in attendance for EHCP students and SEND support (K code) students will be achieved through rigorous data monitoring and impactful early intervention with students and their families. We will build strong relationships with our students and their families and ensure that LFCD is a welcoming environment for students who face the most complex barriers to attendance. We understand that young people with SEND

can face greater barriers to attendance and we will work sensitively with young people, their families and other relevant outside agencies to remove barriers to attendance. In line with the Trust objectives the College continues to work with staff, students and visitors to ensure that the college is accessible to all and this includes the work completed by the SEN specialists within the college.

Attendance of young people with EHCPs/ SEND support students is monitored very carefully and reported on weekly, termly and annually, enabling rapid action and planning to take place to further improve this position.

9. Monitoring arrangements

The Principal will update the equality information we publish, at least every year.

This document will be reviewed by the Academy Committee and Audit Committee at least every 4 years.

This document will be approved by the Audit Committee.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Attendance policy