



# King's Lynn Academy

**Policy:**

**Equalities Statement**

Author:

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Date of Approval:

March 2025

Approved by:

Academy Council

Review date:

March 2026

In support of the Eastern Multi Academy Trust Equalities Policy, King's Lynn Academy is committed to the elimination of discrimination, the advancement of equality of opportunity and fostering good relations in relation to age (as appropriate), disability, ethnicity, gender, gender reassignment, religion and sexual identity.

This Annual Equality Report documents our work in this area, including:

- Understanding Our Community
- Understanding our Academy
- Our Equality Objective(s)

By publishing this report we seek to both demonstrate our active involvement in ensuring equality for all as well as encouraging the support and involvement of our community.

## **1. Understanding our Community**

King's Lynn Academy serves a predominantly White British community, with a significant White European (non-British) population. data shows White European population at 4% of the total community. Further ethnic groupings are of very small numbers comparatively, numbering in the hundreds at most. Compared to East of England and National figures, King's Lynn and West Norfolk represents a less varied community in terms of ethnicity than would be expected regionally or nationally.

## **2. Understanding our Academy**

Ethnicity data proves that within our own academy context, there is a diversity of ethnic backgrounds and particularly a high number of White non-British students. We will work with the whole academy community to ensure that they feel valued and included.

Ethnicity:

White British	
Any other mixed background	
Arab	
Black Caribbean	
Chinese	
Gypsy/Roma	
Indian	
Other Black African	
Pakistani	
Portuguese	
Turkish/Turkish Cypriot	
White / any other Asian background	
White Irish	
White and Black African	
White Eastern European	
White Other	
White Western European	

Religion:

Christian	
No Religion	
Muslim	
Other Religion	
Jewish	
Buddhist	
Sikh	
Refused	

We do not gather data relating to gender reassignment or sexual identity.

In order to ensure that KLA is an inclusive school where all staff, students, parents and the wider community feel valued for their personal qualities and contributions we will:

- Promote equality through, assemblies, enrichment activities and the curriculum
- Value and celebrate differences
- Promote positive relationships between those who have protected characteristics and those who do not
- Provide opportunities for students to interact with people from different backgrounds, including inviting external speakers into the academy
- Remove barriers that those who share protected characteristic may be affected by

- Place emphasis on the academic progress of all students regardless of disability, ethnicity, gender, gender reassignment, religion and sexual identity.
- Apply policies and procedures fairly, rewards and sanctions will be applied to those who deserve them regardless of any protected characteristic
- Not tolerate discrimination on the grounds of disability, ethnicity, gender, gender reassignment, religion and sexual identity.
- Make reasonable adjustments to ensure that we are meeting the needs of all students

**Objective 2025:**

KLA will work with all students to promote inclusion in enrichment activities, we will develop a range of clubs and after school groups which strives to include all students regardless of disability, ethnicity, gender, gender reassignment, religion and sexual identity. We will work with external providers to ensure that students in all your groups have the opportunity to hear speakers from different backgrounds.

This policy should be read in conjunction with:

EMAT Equalities Policy  
KLA Behaviour Policy  
EMAT Safeguarding Policy  
KLA Safeguarding Annex  
KLA SEND local Offer