

Policy:	Equalities Statement
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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	740
Any other mixed background	19
Arab	0
Black Caribbean	2
Chinese	0
Gypsy/Roma	5
Indian	2
Other Black African	2
Pakistani	1
Portuguese	7
Turkish/Turkish Cypriot	2
White / any other Asian background	10
White Irish	4
White and Black African	6
White Eastern European	138
White Other	10
White Western European	6

Religion:

Christian	146
No Religion	608
Muslim	0
Other Religion	9
Jewish	1
Buddhist	0
Sikh	3
Refused	187

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 2023:

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

<https://www.eastern-mat.co.uk/attachments/download.asp?file=104&type=pdf>

KLA Behaviour Policy

<https://www.kingslynnacademy.co.uk/attachments/download.asp?file=115&type=pdf>

EMAT Safeguarding Policy

<https://www.kingslynnacademy.co.uk/attachments/download.asp?file=577&type=pdf>

KLA Safeguarding Annex

<https://www.kingslynnacademy.co.uk/attachments/download.asp?file=539&type=pdf>

KLA SEND local Offer

<https://www.kingslynnacademy.co.uk/page/?title=SEN+Local+Offer&pid=42>