



Equality Information & Objectives

Includes: Modern Slavery Statement

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Aims

King's Academy Gomer sets out 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

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 schools 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 schools
- This document also sets out to meet good practice expectations under section 54 of the Modern Slavery Act 2015.

Roles and Responsibilities

The LGB will:

- Ensure that equality information and objectives as set out in this statement are published and communicated throughout King's Academy Gomer, including to staff, students, parents, and carers.
- Ensure the published equality information is updated at least annually, and the objectives are reviewed and updated at least every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Leadership Team.
- Ensure equality information and objectives, and compliance with the Modern Slavery Act, are reported to the LGB bi-annually.

School Leaders

- Promote knowledge and understanding of the equality objectives among all staff and students.
- Monitor and review progress in all aspects of equity and equality at King's Academy Gomer, highlighting good practice and identifying areas requiring improvement.
- Take an active role in promoting knowledge and understanding of the equality objectives among staff and students.
- Identify and address personal and staff learning and development needs, providing support and training where necessary.



All Staff at King's Academy Gomer will:

- Take an active role in promoting equity and equality, both personally and for others.

Advancing Equality of Opportunity and Eliminating Discrimination

In line with DfE guidance on the Equality Act, King's Academy Gomer aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people connected to a particular characteristic.
- Taking steps to meet the particular needs of individuals with specific characteristics.
- Encouraging full participation in school life and extracurricular activities by those with protected characteristics.
- Analysing data to identify strengths and areas for improvement, implementing appropriate actions, and publishing this information.

King's Academy Gomer is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Policies and procedures are regularly reviewed to ensure they support equity and challenge discriminatory behaviours.

Fostering Good Relations

At King's Academy Gomer, we actively promote tolerance, respect, and understanding of differences. We draw on expertise to inform our approach and help foster positive, respectful relationships.

Our aim is to provide the best possible education and support for all students, working collaboratively with families and the local community to ensure school improvement and promote success for every learner.

Equality Objectives

King's Academy Gomer recognises its important role in advancing equality of opportunity and eliminating discrimination. We stand against all forms of discrimination on the grounds of age, disability, gender reassignment, ethnic origin, religion, sexual orientation, and gender.

We are committed to achieving this through the following objectives:

1. Promoting understanding and awareness of diversity within the school community.
2. Monitoring and encouraging the participation of all student groups, particularly those eligible for free school meals, students with special educational needs and disabilities, and those in care, in extracurricular and leadership opportunities.
3. Closing attainment and achievement gaps between all student groups, especially for disadvantaged children, students with special educational needs and disabilities, and looked-after children.
4. Reducing incidents of discriminatory language or behaviour, with a focus on fostering respectful and reflective responses to such incidents.
5. Promoting healthy, consensual relationships and challenging harmful stereotypes.

Modern Slavery Statement

King's Academy Gomer is committed to preventing modern slavery and human trafficking within the school and its supply chains. We work to the highest professional standards and expect the same from our partners.



Identifying and Addressing Risks: We recognise the potential risks of modern slavery, particularly through safeguarding children and young people, as well as in our supply chains. We ensure compliance with the Modern Slavery Act 2015 through robust procurement and vetting processes, safeguarding policies, and staff training.

Monitoring Arrangements

A formal process for monitoring the Equality Objectives will begin in the summer term of 2025. This process will include:

- The Leadership Team and school leadership reviewing progress against the Equality Objectives
- Identifying next steps and monitoring progress
- Reporting to the LGB annually, with a full review every four years