



# LYDIARD PARK ACADEMY

At Lydiard Park Academy, we are committed to fostering an inclusive and equitable environment where every pupil feels valued and empowered to succeed. We believe that diversity enriches our school community, and we celebrate the unique backgrounds, perspectives, and talents that each pupil brings. Our mission is to ensure that every individual, regardless of their race, ethnicity, gender, sexual orientation, socioeconomic status, or ability, has access to the same high-quality education and opportunities.

We recognise that systemic inequalities exist and can impact individuals' experiences and outcomes in school. Therefore, we actively work to identify and eliminate barriers that may hinder any pupil's ability to thrive. Our curriculum is designed to be reflective of diverse cultures and perspectives, promoting an understanding and appreciation of global citizenship. We provide adapted instruction and support to meet the varied needs of our learners, ensuring that everyone has the resources necessary to excel.

At Lydiard Park Academy we emphasise the importance of respect and empathy within our school culture. We encourage students to engage in open dialogues about their experiences and perspectives, fostering a sense of community and belonging. Our staff are trained to recognise and address issues related to equity and inclusion, creating a safe space for all pupils to express themselves without fear of discrimination or bias. We are dedicated to cultivating a learning environment where differences are celebrated, and every pupil is inspired to reach their full potential. We believe that together, we can create a future where equality is not just an ideal but a lived reality for all members of our community. Through collaboration, understanding, and unwavering support, we strive to prepare our pupils to become compassionate leaders who advocate for justice and equality in society.

As part of The Park Academies Trust we are focusing on the following objectives:

Objective 1	Monitor and evaluate attainment levels and participation of all groups (undertake an analysis of recruitment data and trends in regard to race, gender and disability by June, and report on this to the LAB)	To achieve this objective we plan to
		<p>We use SISRA and ALPS (Sixth Form) after each Data Review Point to look at groups of pupils to ensure that there is equity of results.</p> <p>Progress we are making towards this objective</p> <p>Progress 8 is 0.2 and is above for all pupils nationally all pupils nationally. Progress is positive for boys and girls. For disadvantaged pupils this was -0.33 which although above disadvantaged pupils</p>



Principal: Mr G Pearson  
 Vice Principals: Mrs G Davies & Mrs J Gilbert

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		<p>nationally shows that there is still a gap. For pupils with an EHCP the progress was +0.34</p> <p>All students in the sixth form get help with their UCAS applications ensuring that they are ready for their future lives. Progress is positive for A-levels and Vocational qualifications.</p>
Objective 2	Continue to make the schools inclusive environments, where all pupils and staff are welcomed and valued irrespective of gender, race, religion, sexuality, disability, ethnicity or background (ensure reasonable adjustment agreements are in place for all staff with disabilities)	<p>To achieve this objective, we plan to:</p> <p>We have new pupil groups, Ethnic Voices and LGBTQ+ to give pupils more of a voice. We have cultural themes each term and have a culture celebration afternoon. There is a also an active staff welfare group.</p>
		<p>Progress we are making towards this objective</p> <p>No pupil or member of staff is disadvantaged in terms of provision due to their protected characteristic</p>
Objective 3	Continually consider how well the school ensures equality of opportunities for all its pupils	<p>To achieve this objective we plan to:</p> <p>We offer a range of trips and have used the recovery premium money to ensure that disadvantaged pupils do not miss out because of their background. A good example of this is funding musical instrument lessons.</p>
		<p>Progress we are making towards this objective</p> <p>We are introducing a character award which will track pupils' character and culture experiences. This year there is no recovery premium so the pupil premium grant is used to support disadvantaged pupils.</p>



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Objective 4	Increase the representation of staff from black and minority ethnic communities as well as those with disabilities	To achieve this objective we plan to have positive response to applications from black and ethnic minority and disability backgrounds.
		Progress we are making towards this objective Due to the national teacher shortage and impact on teacher recruitment there is often a limited number of qualified candidates applying for vacancies.
Objective 5	Train all members of staff and volunteers involved in recruitment and selection on equal opportunities and non-discrimination	To achieve this objective we plan to  All people involved in recruitment to have training
		Progress we are making towards this objective On each interview panel, at least one person is safer recruitment trained. All staff have to receive unconscious bias training.
Objective 6	Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information, to help address the under-representation of people with disabilities in the school workforce  Offer priority interviews for candidates with disabilities who meet the selection criteria, and ask if they	To achieve this objective we plan to ensure that Two Ticks Positive is included in all documentation regarding recruitment. Liaise with HR to ensure that this is done.
		Progress we are making towards this objective



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	require any reasonable adjustments for the interview	Job adverts and application materials updated. Accessible interview processes implemented.
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