Equal Opportunities Statement 2026

Welcome to The Totteridge Academy Equal Opportunities Statement. Here you will find details of how we meet our duties under the Equalities Act 2010 and support our commitment to providing an environment in which each individual has complete equality of opportunities and do not suffer any discrimination, whether directly or indirectly.

Our General Equality Duty

In October 2010, the new Equality Act introduced a Public Sector Equality Duty, which requires the Academy to have due regard to the need of:

- **Eliminate unlawful discrimination, harassment and victimisation** and other conduct prohibited by the Act;
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not; *and*
- **Foster good relations** between people who share a protected characteristic and those who do not.

Protected Characteristics

There are nine Protected Characteristics under the Equality Act; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation. The Equality Duty requires the Academy to consider how our activities affect the people who share these different characteristics and to publish information to show how we do this.

Equality Information

In order to meet our Equality Duty, we are required to establish at least one Equality Objective to address any areas of inequality, or possible inequality, identified as part of our analysis. Details of our objectives can be found on our website. We will publish Equality Objectives at least every four years.

Business Planning

During our business planning process, we ensure that we take into account the effect of our decisions on different groups. We consider if there are any unintended consequences for some groups and whether our business plan will be fully effective for all target groups.

SENDCo

Ms R. Gold is The Totteridge Academy's SEND co-ordinator. She can be contacted via 020 8445 9205 or by email at rebecca.gold@tta.org.uk

Further Information

Further information regarding our commitment to equality can be obtained by contacting the Principal, Tom Knott – Email: tom.knott@tta.org.uk