

# Equality & Diversity Objectives

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Updated 1<sup>st</sup> September 2025

Children are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, and certain images of these groups portrayed by the media. The Academy is committed to achieving a working and learning environment which provides equality of opportunity and freedom from unlawful discrimination. This ambition is firmly embedded within the Equality and Diversity Policy of Delta Academies Trust.

## Our commitment to pupils

- All pupils, regardless of any 'protected characteristics', will be equally and fairly monitored and supported to ensure that they make progress and fulfil their potential.
- All pupils, regardless of any 'protected characteristics', will be equally valued and have equal and fair access to all of the opportunities that the academy has available.
- All pupils, regardless of any 'protected characteristics', will have equal access to the curriculum, options, specialist support and independent advice to ensure that all decisions made about curriculum choices are in the best interest of every individual student.

The protected characteristics referred to in the Equality and Diversity Objectives are:

- Age Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

## Ethos

Friarage Community Academy stands against all forms of discrimination on the grounds of age, ethnic origin, religion, sexual orientation, gender, disability or ability.

## The over-arching principles of the objectives are as follows

- Promoting equal opportunities
- Eliminating unlawful discrimination
- Eliminating harassment
- Promoting positive attitudes
- Promoting British values
- Promoting mutual respect, partnership working and collaboration
- Encouraging the participation of those with a disability

## This is achieved through the following objectives:

- Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community through the PREVENT agenda.
- Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the academy, including leadership opportunities, especially pupils with special educational needs and disabilities.
- Actively closing gaps in attainment and achievement between pupils and groups of pupils; especially boys, pupils eligible for free school meals, pupils with special educational needs and disabilities, looked after pupils and pupils from minority groups.
- Continue to improve accessibility across the school for pupils; staff and visitors with disabilities.
- Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
- Reduce the incidence of the use of homophobic, sexist and racist language by pupils in the academy.

## Through a range of activities, we aim to enable our pupils to develop their:

- Self-knowledge, self-esteem and self-confidence.
- Acceptance of responsibility for their behaviour.
- Understanding of how they can contribute positively to the lives of those living and working in the locality in which the Academy is situated and to society more widely.
- Respect for their own and other cultures.
- Respect for other people, with particular regard to the protected characteristics set out in the Equality Act 2010
- Respect for democracy and support for participation in the democratic process

## Our Commitment to Staff

- It is our duty to ensure equality of opportunity between people from different groups and foster good relations between people from different groups.
- We are bound to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity.