

Equality and Diversity Objectives

Rational: Willows 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 Staff: It is our duty to ensure equality of opportunity between people from different groups and foster good relations between people from different groups. And, 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.

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

Through assemblies, SMSC, RE, and PSHE, all students will learn about and develop an understanding of different faiths from around the world.

Through assemblies, SMSC, RE, and PSHE, all students will learn about and develop an understanding of British Values and what it means to be citizen living in modern Britain.

Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity are now known as 'protected characteristics'.

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are.

Academy Targets:

- Promote understanding and appreciation of different ethnic groups, culture and an awareness and tolerance of different religious beliefs within our academy and community.
- Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the academy, including leadership opportunities, especially for pupils with special educational needs and those in receipt of Free School Meals.
- Actively close 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. ➤ Raise the engagement and attainment in writing.