

## **Academy Equality Objectives**

### **Equality and diversity statement 2023 – 2024**

Heckmondwike 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 with the Equality and Diversity Policy of DELTA.

#### **Commitment to Staff**

As an educational institution 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.

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.'

It is unlawful to discriminate against any employee or child, directly or indirectly because of any of the 'protected characteristics.'

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of a protected characteristic.

#### **Pledge to Children**

All children, regardless of any 'protected characteristics', will be equally and fairly treated and supported to ensure that they make progress and fulfil their potential.

All children, 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 children, 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 child.

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

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

### **Delta Group Objectives**

1. Attract a higher number of people from ethnic minority groups to our organisation.
2. Increase the number of job applications from disabled groups to our organisation.
3. Raise the number of male teaching appointments in Primary Academies.

### **Heckmondwike Academy Equality Objectives**

1. To keep children safe from bullying and respond promptly to signs of potential bullying and inappropriate behaviour.
2. To maintain gains, improve attendance of all children.
3. To narrow the attainment gaps of boys, particularly In EYFS against that of the girls.
4. To challenge stereotypes throughout the school.
5. To ensure all pupils are aware of, appreciate, and value difference and diversity.
6. To develop and implement systems to record and monitor incidences of discriminatory behaviour for key groups.