

Equality and Diversity Targets

Weelsby 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 the Delta Academies Trust.

Our commitment to our staff

It is our duty to ensure quality 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 our 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, specialist support and independent advice to ensure that all decisions made about curriculum choices are in the best interest of every individual pupil.

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

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

Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnerships and pregnancy and maternity are known as Protected Characteristics.

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

Academy Targets

- To promote understanding and appreciation of different ethnic groups, cultures 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 the attainment and achievement between pupils and groups of pupils; especially boys, pupil eligible for free school meals, pupils with special educational needs and disabilities.