



Montagu Equality and Diversity Objectives 2024-2025

Rational

Montagu 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 based on 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.

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

- ✓ Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender, and disability.
- ✓ 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 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, looked after pupils and pupils from minority groups