

Academy Equality Objectives

We are committed to working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community.

The Academy welcomes its duties under the Race Relations (amendment) Act 2000 and is committed to:

- **Promoting equality and opportunity**
- **Promoting good relations between members of different racial, cultural and religious groups**
- **Eliminating unlawful discrimination**

In fulfilling our legal duties listed above, we are guided by the essential principles:

- **Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.**
- **Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change and that is receptive and respectful towards other identities.**
- **Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world**

De Lacy Academy also welcomes its duties as defined by the Equality Act 2010 and is committed to:-

- **Eliminating discrimination & harassment**
- **Advancing equality of opportunity**
- **Fostering good relations between people of different groups**

The Academy's immediate equality priority is to 'narrow the gap' for all disadvantaged students. We will review objectives every three years in relation to any changes in our school profile. The specific, measurable objectives sit within the Academy's development plan and therefore will be reviewed as part of this process.