

## **Equalities Policy**

### **Policy Statement**

Nova Hreod Academy strives to ensure that the culture and ethos of the school is one in which, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. Pupils should be provided with the opportunity to experience, understand and celebrate diversity.

It is our duty to:

- eliminate discrimination, harassment and victimization;
- advance equality of opportunity between people who share protected characteristics and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

Protected characteristics as defined by the Equality Act are: race, disability, sex, age, sexual orientation, religion or belief, pregnancy or maternity, gender reassignment, marriage and civil partnership.

### **Race Equality**

Under the Race Relations (Amendment) Act, every school in Britain is required to prepare and maintain a written Race Equality Policy. The principle aim of such a policy is to actively promote equality between racial and ethnic groups. Nova Hreod Academy welcomes its duties under the Race Relations (Amendment) Act 2000.

### **Equal Opportunities**

The Equality Act 2010 replaced previous anti-discrimination laws. As part of this the public sector Equality Duty (section 149 of the Act) came into force on 5 April 2011. Nova Hreod Academy welcomes its duties under the Equality Act 2010.

### **This policy aims to:**

- develop an understanding of, and promotion of, human equality and equal opportunities;
- promote good relations between members of different racial, cultural and religious groups and communities;
- enable students to take responsibility for their behaviour and relationships with others;
- take a positive stance in combating any incident, which might involve racial discrimination of any sort.

Nova Hreod Academy will not tolerate harassment or discrimination of any kind. We are committed to combating discrimination. All alleged incidents of harassment or discrimination will be reported to a member of staff and logged as a serious incident on the B4L.

### **Implementation**

#### **The Governing Body is responsible for ensuring:**

- The school complies with the Race Relations Amendment Act and the Equality Act;
- That the Equalities Policy and procedures are followed;
- Data is retained to report to parents, if requested, on the school's progress in promoting racial equality and cultural diversity and/or a report summarising the number and nature of recorded incidents where race was a factor;
- The school reports any records held to the local authority on the number and nature of recorded incidents, in a timely manner;
- Taking appropriate action in cases of racial harassment or racial discrimination.

**The Principal is responsible for:**

- Ensuring the Equalities Policy is accessible and available and that Governors, staff, pupils, parents and carers know about it;
- Making sure the Equalities Policy and procedures are followed;
- Providing Governors and staff with regular updates on the Equalities Policy and its implementation and providing training on the policy as necessary;
- Clarifying staff responsibilities and providing training and support for them to be able to carry out their responsibilities;
- Taking appropriate action in cases of racial harassment or racial discrimination.

**All staff are responsible for:**

- Dealing appropriately with racial incidents;
- Being able to identify and challenge racial and cultural stereotyping and bias;
- Promoting equal opportunities and good race relations;
- Avoiding and eliminating discrimination against anyone on the grounds of race, colour, language, religion, cultural background, nationality, sexual orientation, gender or ethnic backgrounds (including travellers, refugees and asylum seekers);
- Keeping up-to-date with equal opportunities and discrimination legislation and guidance; undertaking training and other learning opportunities;
- Supporting students in their class for whom English is an additional language;
- Incorporating principles of equality and diversity into all aspects of their work.

**Parents / carers are responsible for:**

- Knowing and following the school's Equalities Policy. They are expected to support the school in implementing this policy.

**Strategies**

**Teaching and Learning**

- For all subjects to actively promote the "international dimension" and celebrate "cultural diversity" whenever appropriate;
- For the school to promote teaching about equality through PHSE, SCSM and other relevant subjects;
- To support all individuals' learning so that common expectations and access to the curriculum are experienced by all;
- To utilise opportunities created to maximise our contribution towards our community;
- To monitor progress of individuals and take appropriate action to support learning, as required, so that all experience success.

**School Organisation**

- The academy will ensure its Admissions Policy and practice promotes equality and does not discriminate.
- The academy will review the process and practice of staff appointments to make sure that our arrangements reflect the aims of this policy.

**Monitoring**

- The Vice Principal Student Support and Development will be responsible for the on-going monitoring of this policy;
- The Governors will review this policy annually.

Nova Hreod Academy recognises ethnic monitoring as essential to ensure that ethnic minorities are not being disadvantaged. We will retain information to be used to monitor, where appropriate:

- Attainment outcomes for all children to identify any patterns of underachievement and target appropriate intervention.
- Outcomes of reporting and reporting with a log of racist incidents maintained.
- Curriculum development.

#### **Evidence of Meeting the General Equality Duty**

Nova Hreod Academy's SLT and Governors review the Equalities Policy annually and revisions are made to the policy if needed.