



Nova Hreod Academy
The best in everyone™
Part of United Learning

Equalities Policy 2026-2028

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Person Responsible for Review: Principal (James Harding-Mbogo)

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1. Policy Statement and Aims

Nova Hreod Academy is committed to promoting equality, diversity and inclusion and ensuring that all members of the school community are treated with dignity and respect. We will eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity, and foster good relations between people from different backgrounds. We recognise that equality does not always mean treating everyone the same and seek to respond to individual needs and remove barriers to participation and achievement. This policy applies to students and prospective students, parents and carers, staff, governors, volunteers, visitors and external partners.

2. Legislative and Regulatory Framework

This policy complies with the Equality Act 2010, the Public Sector Equality Duty (PSED), the Worker Protection (Amendment of Equality Act 2010) Act 2023 and relevant Department for Education guidance. While the Equality Act identifies nine protected characteristics, those most relevant to pupils are disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Equality Duty requires the Academy to consider how its activities affect people who share these characteristics and to publish information demonstrating how this is achieved. We recognise all forms of unlawful discrimination, including direct and indirect discrimination, harassment, victimisation and failure to make reasonable adjustments

3. Public Sector Equality Duty (PSED)

The academy will comply with the Public Sector Equality Duty by working to eliminate discrimination, advance equality of opportunity, foster good relations and publish equality information annually together with equality objectives every four years.

4. Equality Objectives (2026–2030)

The academy has identified the following priorities:

1. Achievement - Reduce gaps in attainment and progress between disadvantaged pupils and their peers, ensuring all students have equitable opportunities to succeed.
2. Behaviour and Attendance - Monitor behaviour and attendance data to identify and address any disproportionate outcomes for different groups of students.
3. Curriculum and Culture - Promote an inclusive curriculum and school culture that reflects and values the diversity of modern society.
4. Staff Development - Enhance staff knowledge, skills and confidence in recognising, challenging and responding to discriminatory language, behaviour and prejudice-based incidents.

Progress towards these objectives will be reviewed annually.

5. Roles and Responsibilities

Governing Body	<ul style="list-style-type: none">• Ensure compliance with equality legislation.• Monitor implementation and impact.
Principal	<ul style="list-style-type: none">• Lead implementation of the policy.• Report annually to governors.

Senior Leaders	<ul style="list-style-type: none"> • Monitor equality data and trends • Ensure appropriate interventions are in place
Staff	<ul style="list-style-type: none"> • Promote equality through teaching and conduct • Challenge discriminatory behaviour. • Act in accordance with this policy
Safeguarding Team	<ul style="list-style-type: none"> • Record and respond to incidents of discrimination • Ensure staff receive appropriate training
Students	<ul style="list-style-type: none"> • Treat others with respect • Report concerns or incidents

6. Teaching, Learning and Curriculum

The academy will provide an inclusive and ambitious curriculum for all students, ensuring appropriate adaptation and support to meet diverse needs. We will promote high expectations for all learners, use resources that reflect diverse backgrounds and perspectives, and challenge stereotypes and discrimination. We will also ensure inclusion for students with SEND, students with English as an Additional Language (EAL), disadvantaged students, looked-after and previously looked-after children, and students at risk of disengagement

7. Achievement, Monitoring and Intervention

The academy will monitor attainment, progress, attendance and behaviour across key groups. Findings will be used to inform actions and interventions, and relevant information will be reported to governors.

8. Behaviour and Culture

The academy will promote a respectful and inclusive school environment. It will ensure that behaviour policies are applied consistently and fairly and that all incidents of discrimination are recorded and monitored. Incidents of prejudice or discrimination will be recorded on the school system and monitored by protected characteristic where appropriate. Reporting will be reviewed regularly by senior leaders and reported to governors through safeguarding and behaviour reports, and the information gathered will be used to inform policy and practice improvements.

9. Safeguarding and Wellbeing Equality is integral to safeguarding

Equality is integral to safeguarding. The academy will protect students from discrimination, harassment, bullying and prejudice-based abuse, working with external agencies where appropriate. This policy links directly to the Safeguarding Policy.

10. Staff Recruitment and Employment

The academy is committed to fair recruitment, equal access to professional development and a workplace free from discrimination and harassment. Appropriate measures are in place to prevent and address sexual harassment.

11. Accessibility and Inclusion

We will make reasonable adjustments for disabled students and staff and improve accessibility through planning and provision. This policy should be read alongside the Accessibility Plan maintained and published in accordance with Schedule 10 of the Equality Act 2010

12. Engagement with Parents and the Community

We will communicate in accessible ways, encourage participation from all groups and build strong partnerships with families and the local community