



The Northumberland Church of England Academy

Equality and Diversity Statement

1.0 Principles

The Northumberland Church of England Academy is a fully accessible and inclusive organisation that welcomes and respects the diversity of its learners, staff, community and visitors.

The ethos at The Northumberland Church of England Academy is to strive to:

- Provide an inclusive and diverse learning environment with a distinctive Christian ethos which honours God;
- Encourage staff and learners to aspire to fullness of life that they may achieve their potential;
- Promote the moral, personal, physical, social and spiritual development of individuals within a Christian framework; and,
- Create a community in which everyone without exception is respected, valued and happy.

Therefore

- All learners and staff members are of equal value and benefit equally from their experience with the Academy.
- Difference is recognized and valued so that where appropriate individuals can be treated differently to achieve equality.
- We encourage positive attitudes, interactions, mutual respect and a shared sense of belonging.
- Policies and procedures relating to employees and potential employees promote equality positively.
- We create opportunities to remove barriers to equality.
- Policy development involves consultation and participation.
- Our ethos and practice embrace the local, national and international communities in which we operate.

This Equalities and Diversity policy ensures that the Academy complies with equalities legislation and satisfies the Ofsted criteria for making judgments relating to equalities, diversity and inclusive practice.

2.0 Commitment to Equalities and Diversity

The Academy is fully committed to discharging all of its equalities duties for all learners, employees and visitors to our sites. The Single Equalities and Diversity action plan contributes to an overall commitment by the Academy to improve standards and to build a community with a positive ethos that reflects the wider community.

Through our ethos, curriculum and extended activities the Academy will contribute positively towards:

- a common vision,
- a sense of belonging, and
- similar life opportunities for all

The Academy will ensure that this policy and accompanying documentation are accessible by publishing them electronically and making them available on request in large print, Braille, on tape and in community languages other than English.

The Academy will ensure that procedures are in place to consider complaints or concerns. Procedures at the Academy are in place for dealing with allegations of harassment or discrimination and for recording and reporting racist incidents.

The Equality and Human Rights Commission (EHRC) is the enforcement body for equalities legislation and may serve the Academy with a Compliance Notice if it fails in its specific duties under the Acts. If the Academy fails to comply within three months of the Compliance Notice the EHRC can ask the courts to order the Academy to comply.

3.0 Policy statements

1. We intend that every member of the Academy community feels a sense of belonging and is valued.
2. The diversity of people's different backgrounds and circumstances are appreciated and positively valued.
3. This is an inclusive organisation which promotes positive life opportunities for all members of the Academy community, regardless of their background and circumstances.
4. The Academy has established areas of cultural sensitivity with regard to gender stereotypes that are culturally reinforced by ethnicity and tradition; e.g. boys and cooking, girls and contact sports.
5. Staff encourage children (and parents) to celebrate and embrace the different cultures in Northumberland.
6. Strong and positive relationships are developed between people from different backgrounds within the school, its local community and national and global communities.
7. Promoting high standards of behavior in the Academy and developing a sense of personal responsibility is regarded as a key contributor to community cohesion and respect for others.
8. Through extended services, the school encourages parents to engage in activities outside the normal school day, to support children to achieve their full potential.
9. The Academy is committed to the early identification of learners' additional needs and to working in partnership with parents, schools and support services to set targets and provide appropriate intervention.
10. School publications and meetings have regard to recognizing achievements in, and promoting development of, equalities, diversity and inclusion.
11. Learners have opportunities to study issues relating to intolerance and prejudice (including ageism, sexism and homophobia, religious prejudice, racism and racial discrimination).

12. Learners are encouraged to develop a sense of responsibility for the welfare of their community.
13. Accurate information about the academic progress of all learners is kept alongside information about their gender, ethnic origin, disability, first language and religious affiliation.
14. Derogatory language relating to disability is discussed and discouraged in accordance with the Academy's anti-bullying policy.

Members of the Academy community, irrespective of their ethnicity, age, sexual orientation, religion or belief, disability, gender, marriage or civil partnership, or pregnancy / maternity:

- Will be expected to work together in a constructive and positive manner
- Will have access to all the facilities and resources available provided by the Academy
- Will have opportunities to work and socialize with different members of the Academy community
- Will, if necessary, receive support to ensure that their needs are met, within the limits of the resources available
- Will have all forms of harassment dealt with appropriately and be encouraged to challenge prejudices
- Will have opportunities to learn how people have challenged, or can challenge, discrimination and stereotypes based on ethnicity, age, sexuality, religion, belief, disability or gender
- Will be discouraged from using ageist, sexist, racist, homophobic and demeaning language that offends others due to their religion or beliefs, and they will be commended when they challenge such language
- Will support victims of discriminatory behavior, abuse and harassment

6.0 Links to existing Academy policies and practice

This statement is linked to the following Academy policies and Activities:

Accessibility plan
Anti-bullying policy
Behaviour Management policy
Code of Conduct
Community cohesion strategy
CPD policy
Curriculum policy
Equality and Diversity Policy
Extended Services activities
Flexible Working Policy
Inclusion policy
Pay policy
Redeployment and Redundancy Procedures
SEN policy
Safer Recruitment policy
Whistle-blowing policy