



The Northumberland Church of England Academy

The Academy Equality Statement

Responsibility:	HR Manager
Date of origin:	May 2017
Latest review:	V1.0 May 2017
Review frequency:	Every four years and publish information annually
Approved by Governors:	Delegated to Executive Director
Statutory requirement:	YES



The Northumberland Church of England Academy

Equality Statement

1.0 Links to Mission, Aims and Values

Inspiring Achievement – Encouraging Compassion

1.1 The Northumberland Church of England Academy seeks to inculcate a culture of learning, success, high expectations, aspiration, challenge and inclusion in all aspects of Academy life and through that to encourage life-long aspiration. This is reflected through the curriculum, the leadership and daily practices of pupils and staff, aspiring to be compassionate global citizens with a sense of community and social responsibility.

1.2 Values Statement

Let your light so shine...’ [Matthew 5:16]

The Northumberland Church of England Academy strives to:

- Provide a distinctively Christian inclusive and diverse learning environment which honours God. Every learner, adult and child, is enabled, nurtured and challenged to be the best they can be.
- Encourage staff and pupils to aspire to fullness of life [John 10:10] that they may achieve their full potential.
- Promote the spiritual, moral, social, cultural, personal and physical development of individuals within a Christian framework.
- Sustain a community in which everyone is respected and valued.

In so doing we hope to enable all within our extended community to **let their LIGHT shine** and to ensure that the NCEA’s values of

LOVE, INCLUSIVITY, GOODNESS, HOPE and TRUTH,

are well served by all the work we do.

1.4 This statement is based on these key principles.

2.0 Scope of the Policy

The Northumberland Church of England Academy (the Academy) is committed to ensuring equality of opportunity in line with the Equality Act 2010. The Academy seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and the communities it serves.

The Academy will assist students in achieving their very best potential. Where students experience barriers to their success the Academy will work with them to address these in a sensitive and sympathetic way. The Academy will teach students the importance of equality and what forms discrimination can take and the impact discrimination can have. The Academy will also encourage students to make their own commitment to promoting equality.

The Academy will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. An academy may arrange pupils in classes based on age.

2. An academy may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to academies are:

- Promoting equality and making services and employment accessible to all
- Treating people fairly, regardless of their race (colour; ethnic or national origin)
- Religion or belief
- Gender or gender identity
- Sex or sexuality
- Marital or civil partner status
- Pregnancy or maternity
- Disability
- Age

The Academy will not tolerate any of the following:

- Direct or Indirect Discrimination
- Harassment
- Victimisation

The Academy will comply with the Public Sector Equality Duty, giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, The Academy will publish its equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published Information will be updated annually.

3.0 Accountability

The Executive Director holds delegated responsibility for discharging the sound application of all Academy policies.

The Principal Directors/Chief Operating Officer should inform the Executive Director of all matters relating to serious breaches of this policy including any major incident to be addressed under this policy promptly, preferably prior to action being taken insofar as is reasonably practicable.

4.0 Policy Status

This Policy does not form part of any employee's contract of employment.
The Academy may alter or adapt this Policy, and any components of it, at any time.