

# NORTH LIVERPOOL ACADEMY

## Equality and Diversity Policy

Including Equalities Objectives Statement

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## **Introduction**

The North Liverpool Academy opened in September 2006 merging the Anfield and Breckfield Community Comprehensive schools. The NLA offers a broad and balanced curriculum created to support students looking to access a range of careers in the regional growth sectors.

The student body has a higher than average proportion of disadvantaged students, with a large proportion eligible for free school meals. The proportion of students with learning difficulties and/ or disabilities is above average.

North Liverpool Academy is proud of its diverse community of students, staff and visitors and is committed to creating a positive environment where everyone is treated with dignity and respect. The NLA aims to build a culture where:

- Fairness and inclusion are a fundamental part of everything that we do
- Diversity is valued and celebrated
- Good relations between diverse members of the NLA's community are promoted
- People's diverse abilities and backgrounds are recognised and are treated with respect
- Students from diverse backgrounds have an equal opportunity to benefit from education
- Students and staff from diverse backgrounds have an equal opportunity to reach their potential
- Benefits are maximised to the local communities that we serve

The policy provides a standpoint for the NLA under the principles of fairness for individuals who identify with the protected characteristics outlined in the Equality Act 2010. These are:

- age
- disability
- gender
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race or ethnicity
- religion or belief (including no religion/belief)
- sexual orientation

The NLA will reasonably seek to ensure that people are treated equitably regardless of their identification with one or more of the protected characteristics, of their socioeconomic background, family responsibilities, or other appropriate distinction.

It will continue to follow codes of practice and guidelines issued by the UN Convention on the Rights of the Child and the Rights of People with Disabilities, Equality & Human Rights Commission (EHRC), Government Equalities Office (GEO) and the Equality Challenge Unit (ECU).

North Liverpool Academy will be proactive in all matters relating to equality of opportunity and diversity. We value and will celebrate the richness brought to our institution by a diverse population of staff, students, visitors and partners. We recognise and will seek to reflect the positive contributions brought to the NLA by the variety of its staff and students.

The NLA will continue to strive to provide an environment in which people want to work and to be a model employer leading in good employment practice. The NLA is committed to enabling each member of staff to achieve their full potential in an environment characterised by dignity and mutual respect. We will not tolerate discrimination, victimisation, bullying or harassment of any kind by any party. Any action found to be in breach of any of these would be addressed in accordance with NLA policies and procedures.

Equality and diversity strengthens all of our work and is at the heart of what we are and what we do.

### **Scope**

The policy applies to all employees, potential employees, students, and visitors, as well as any persons or companies associated with the functions of the NLA. The NLA takes its responsibility to these people seriously and seeks to ensure that they are treated with respect.

It applies to all areas of student recruitment and admission. The NLA's Admissions Policy is underpinned by principles of fairness, equality of opportunity and access to courses and the range of services.

It also applies to all areas of employment including recruitment applications, shortlisting, selection, progression, training, reward, benefits, capability and performance, discipline, grievance, absence, conditions of service and reasons for termination of employment.

The NLA's strategic plan and its associated objectives support this policy and sets out the steps the NLA shall take to ensure equality and diversity under the following two broad themes:

### **Student Experience**

- Behaviour, exclusions and attendance
- Addressing prejudice and prejudice-based bullying
- Support for students
- Inclusivity in Teaching, Learning, Curriculum & Assessment
- Equality of opportunity between different groups
- Closing the gap in outcomes
- Preparation for life in a diverse society
- Widening Participation

### **Staff Experience**

- Recruitment and Retention
- Support for staff
- Training and Development

The activity committed to over the period of this strategy will further our obligations outlined in the Equality Act 2010 and under the Public Sector Equality Duty. These include the need to:

1. Advance and promote equality of opportunity between different groups.
2. Combat discrimination, victimisation and harassment.
3. Foster good relations between people from different groups.

**Roles and responsibilities**

An Equality and Diversity Policy cannot succeed without the active support of the entire NLA and Northern Schools Trust community. The responsibility for delivering the Policy extends to every member of the organisation including management, those with an explicit remit for diversity, and individual members of staff. The implementation of this Policy is therefore a shared responsibility amongst staff employed by NST. In addition, key individuals have specific responsibilities as set out below:

<b>Role</b>	<b>Responsibility</b>
Principal	Overall responsibility for the policy, which includes the responsibility for ensuring that the Policy is communicated, implemented, monitored and continuously reviewed according to legislation.
Governing Body	To ensure that the school complies with legislation and that this policy and its related procedures and action plans are implemented. To oversee the NLA's progress with the policy through regular agenda items at meetings of the Governing Body. An identified member of the Board is responsible for taking the lead on equality and diversity matters
All teaching and support staff	To comply with the policy to ensure fair, equal and appropriate treatment in all aspects of work and study. <ul style="list-style-type: none"> <li>• Promoting an inclusive and collaborative ethos</li> <li>• Challenging prejudice and discrimination</li> <li>• Dealing fairly with any prejudice-related incidents that may occur</li> <li>• Planning and delivering curricula and lessons that reflect the school's principles, for example providing materials that give positive images in terms of race, gender and disability</li> <li>• Maintain the highest expectations of success for all students</li> <li>• Support different groups of students in their class through differentiation</li> <li>• Keep up-to-date with equalities legislation relevant to their work</li> </ul> <p>Training and guidance will be provided to new staff</p>
Business partners and visitors	All NLA business partners and visitors to the schools are expected to support our commitment to equalities and comply with the duties set out in this policy.

In our work to become a centre of excellence, we aim to support the needs of all members of our community and achieve the highest possible standards in education delivery, employment practices and decision-making.

**Communication**

It is important that staff at all levels are aware of this policy in order to comply with its requirements. A copy is available on the shared drive and website and copies must be made available to staff who have limited access to a computer.

The NLA will consult periodically with relevant stakeholders in order to ensure representation of equality groups and try to improve the options to eradicate discrimination. An annual report will be made available on the progress of the Equality and Diversity Strategy Objectives and will be published on the website (it will be made available to members of the public on request). The report will include specific measures adopted to promote equal opportunities, progress on developments, and the outcome of the relevant year's monitoring of statistics, EIAs and future priorities.

### **Monitoring and Reviewing**

The NLA will review information about equalities and diversity annually and make adjustments to the policy and objectives as necessary. Review will involve students, staff, governors and parents and carers.

### **Complaints**

The NLA will take seriously any instances of non-adherence to the Equality and Diversity Policy by students, staff or visitors. The NLA will ensure that all staff and students are given opportunities to pursue reasonable means to follow procedures should they feel they are experiencing discrimination. Complaints of discrimination on the grounds of the areas covered by this policy should be brought using the appropriate Grievance Policy and students.

Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant Disciplinary Policy for staff or students. With regard to any breach of the policy by visitors, the NLA will take appropriate action in relation to the nature of the incident.

### **Raising standards of educational achievement**

Equality objective: ensure that all students gain the knowledge they need to prepare them for adult life, through a reformed National Curriculum and more robust academic and vocational qualifications up to the age of 19.

### **Closing the achievement gap between rich and poor**

Equality objective: to narrow the achievement gap for young people, including students in care, by ensuring increased opportunities and improved outcomes.

### **Supporting all children and young people, particularly the disadvantaged**

Equality objective: help students to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable children.

### **Legislation and guidance**

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
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This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

This document also complies with our funding agreement and articles of association.

**Equality Objectives Statement**

In accordance with the Equality Act 2010, schools must have published equality objectives that are specific and measurable. This must be published so that they are accessible to all and updated annually.

The NLA Equal Opportunities Policy outlines the school's aims to:

- Provide an appropriate learning experience for all students, whatever their colour, origin, culture, gender, religion or ability. The NLA has high expectations of all students.
- Provide students with the opportunity to learn in an environment free of prejudice. It is the responsibility of staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with students and colleagues reflects this responsibility at all times.

The School Development Plan includes an audit of equality policy in relation to student performance with a view to identifying specific equality objectives by the end of the Autumn term 2017 that will inform intervention planning, support planning and curriculum planning moving forward.