

TNHA Equality statement

The Equality Act (2010) was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that it is unlawful to discriminate against students/staff /other stakeholders or treat them less favourably because of their gender; race, disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity; marriage or civil partnership or age.

The Nicholas Hamond Academy is committed to meeting its duties and acknowledges that we have a statutory duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

We aim to be an inclusive academy and provide for equal opportunities throughout all aspects of our work and activities.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

Our Equality Objectives reflect the academy's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Our Equality Objectives for 2020-2021 are:

- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools
- To raise awareness of the diversity in our students and staff population through the PHSE programme.
- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role
- To provide an environment that welcomes, protects and respects diverse people
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school
- To address cultural events through assemblies and the curriculum to increase student awareness and understanding of issues in different communities
- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities.