



NATIONAL
CHURCH OF ENGLAND
ACADEMY

Appendix to the Single Equality Policy October 2019

Office use

Published: October 2019	Next review: October 2020	Statutory/non: Statutory	Lead: David Llewellyn, Assistant Principal
Associated documents:			
DALP Single Equality Policy February 2019 DALP – SEND policy		Special Educational Needs and Disability Code of Practice 0 – 25 years (2015) The Equality Act 2010	
Links to:			
www.dalp.org.uk/documents/Policies/SingleEqualityPolicy.pdf			



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1 Executive Summary

The National Church of England Academy uphold all aspects of the DALP Single Equality Policy, but the following are specific to our academy. Students, staff and visitors to the academy are included regardless of their disability, race, sex or religion and the academy works hard to ensure that our commitment to equality of opportunity is pursued through every interaction.

2 Responsibility for implementing the policy

2.1 All staff are responsible for ensuring that the policy is 'lived' but the named person responsible for reviewing the policy is David Llewellyn – Assistant Principal.

3 Objectives

3.1 Our academy objectives are:

- To diminish difference across all indicators between the whole academy and those students who are disadvantaged and/or with special educational needs or disability.
- Through a continued commitment to providing opportunities for disadvantaged students and their families, the academy seeks to advance social inclusion and mobility.
- Ensure that all academy students are able to live 'life in all its fullness' (John 10:10) during their time at The National Church of England Academy, through the participation in a wide range of curriculum and enrichment opportunities.
- To continue to promote a cultural understanding, awareness and respect of different religious beliefs, respect for a person's sexual identity and their ethnicity, within our academy community.
- To create and maintain a designated point of contact on the senior leadership team for all equality issues in the academy, including the facilitation of staff training, and information, guidance and awareness in accordance with the Trust policy.
- To continue to work with a wide range of agencies to enhance student awareness and understanding of equality and diversity.

4 Supporting all members of our community

4.1 LGBTQ Champion – Mrs S Whittaker. Mrs Whittaker is responsible for ensuring that our LGBTQ community have a voice within the academy, and a safe space to meet and discuss common issues. She is also responsible for ensuring that the academy as a whole develop their understanding of the LGBTQ community to improve cohesion and inclusion.

We have a unisex bathroom which is available for members of the academy community who would prefer to use it.

Consideration is taken of students' preferred name and this is amended on SIMS where preferred in conjunction and agreement with family.

4.2 Mobility aides, disabled parking spaces and learning aides are used where useful.

4.3 Uniform and staff dress policies give the opportunity for people to dress according to their preferred sex without hindrance.

5 Staff training

5.1 Staff are given appropriate training regarding equality practices and this is the theme of at least one CPD per year.

6 Curriculum

6.1 Proper regard is given to CEIAG/options and critical points throughout the academy career that students are not discouraged or prevented from following chosen paths due to their sex. Staff, parent and student perceptions are challenged where they may negatively impact on career choices for boys and girls.

Key people for this policy:

Senior Leadership Team
SENDCo – Clare Stones