



Public Sector Equality Duty

The public sector Equality Duty (PSED), part of the Equality Act, came into force in April 2011. It requires us as an organisation to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations.

Section 149(1) of the Equality Act 2010 puts various requirements on academies when exercising their functions. The general duty requires academies to have due regard to:

- eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Student Body

The ethos of our academy is that pupils at NUSA are expected to “work hard” and “be kind”. We endeavour to teach pupils the value of investing in their own future by working hard in every lesson, every day. The importance of “being kind” to others is a fundamental human value that all children should be taught and we help pupils to develop their ability to distinguish between “right” and “wrong”.

Knowledge and understanding of spiritual, moral, social and cultural issues and themes (SMSC) is built into our curriculum. Subject leaders complete an SMSC audit of their taught curriculum, and identify opportunities for teachers to engage pupils in wider debate. Our staff are expected to promote a sense of social conscience, empathy and appreciation of the diverse nature of modern Britain.

Some elements of SMSC education are delivered through bespoke activities such as Personal Development lessons, theme days and assemblies, charity events, tutor set activities and the work of our student council. These activities provide pupils with opportunities to learn and involve themselves in issues about their rights and responsibilities in society, based upon the ethos of “Work hard, be kind”.

Our students are encouraged to regard people regardless of disability, ethnicity, culture, religious affiliation, national origin, marital status, gender and sexual identity with respect and tolerance. Our SMSC curriculum reinforces these values.

Staff Body

Our duty of equality is a core tenant of our staff recruitment, retention, development, policies and practices. As such we ensure that policies and procedures benefit all employees and potential employees, for example in recruitment and promotion and in continuing professional development whatever their age, disabled or not, ethnicity, culture, religious affiliation, national origin, marital status, gender and sexual identity and with full respect for legal rights in relation to pregnancy and maternity.

We ensure that all staff receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

All academy staff are expected to:-

- Promote an inclusive and collaborative ethos
- Deal with any prejudice-related incidents that may occur
- Support pupils for whom English is an additional languages
- Keep up to date with equality legislation relevant to their work

Our Key Objectives: 2016-2020

- To ensure that all learners are enabled and supported to make appropriate choices and achieve their goals
- To work with partners and agencies to provide educational opportunities that promote and develop social cohesion
- To embed equality and diversity into the curriculum
- To celebrate diversity
- To close the gap between boys and girls in English, Maths and Science
- To close the gap in performance of all pupils with special educational needs or disabilities
- To prevent and respond to all hate incidents and prejudice-based bullying
- To ensure that our employment practices, policies and procedures are inclusive and promote equality and diversity