

New Horizon Education

Equality, Diversity and Equal Opportunities Policy

Date: 19.10.25

Review Date: 19.10.28

Approved by: Victoria Hallam/ Nottingham City Local Authority

1. Policy Statement

At **New Horizon Education**, we are committed to providing an inclusive, safe, and nurturing environment where every pupil, staff member, and visitor is valued and respected. We celebrate diversity and are dedicated to promoting equality of opportunity for all, regardless of age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, pregnancy or maternity, marriage or civil partnership, or socio-economic background.

We believe that equality and diversity enrich our school community and enhance learning outcomes. As an **Alternative Provision**, we recognise the importance of removing barriers to education and supporting every pupil to reach their full potential.

2. Aims and Objectives

Our aims are to:

- Promote equality of opportunity across all areas of school life.
 - Eliminate discrimination, harassment, victimisation, and any other conduct prohibited by law.
 - Foster a school culture that values diversity and encourages mutual respect.
 - Ensure that all pupils have access to a broad, balanced, and relevant curriculum.
 - Challenge prejudice and stereotypes through teaching and learning.
 - Create a supportive environment where everyone feels safe, valued, and included.
 - Monitor and evaluate our practices to ensure continuous improvement in promoting equality.
-

3. Legal Framework

This policy is underpinned by the following legislation and guidance:

- **Equality Act 2010**
 - **Human Rights Act 1998**
 - **Children and Families Act 2014**
 - **SEND Code of Practice (2015)**
 - **Public Sector Equality Duty (PSED)**
 - **Keeping Children Safe in Education (KCSIE)**
-

4. Scope

This policy applies to:

- All pupils on roll
 - All staff (teaching, support, administrative)
 - Governors and trustees
 - Visitors, contractors, and external agencies
 - Parents and carers
-

5. Roles and Responsibilities

The Headteacher will:

- Ensure the policy is implemented and reviewed regularly.
- Promote a culture of equality and respect across the school.
- Monitor and address any breaches or concerns.

All Staff will:

- Model inclusive and respectful behaviour.
- Challenge discriminatory language or behaviour immediately.
- Ensure classroom materials and teaching reflect diversity.
- Support pupils in understanding and respecting differences.

Governors will:

- Oversee implementation of the policy and ensure compliance with legal duties.

- Monitor the impact of the school's equality objectives.

Pupils will:

- Treat others with kindness, fairness, and respect.
 - Report discrimination or bullying to a trusted adult.
-

6. Equal Opportunities in Practice

For Pupils:

- We provide equitable access to education, enrichment, and pastoral support.
- We make reasonable adjustments for pupils with SEND or disabilities.
- We track and monitor pupil progress to identify and close attainment gaps.
- We ensure all pupils are represented and reflected in the curriculum.

For Staff:

- Recruitment, training, and promotion decisions are based solely on merit.
 - We provide professional development opportunities to all employees.
 - We make reasonable workplace adjustments where needed.
 - We maintain a culture of dignity and respect at work.
-

7. Curriculum and Learning Environment

- The curriculum reflects a wide range of cultures, beliefs, and experiences.
 - Resources are selected to avoid stereotypes and promote inclusion.
 - Assemblies, PSHE, and enrichment activities reinforce respect and equality.
 - We celebrate key events such as Black History Month, Pride, and International Women's Day to promote awareness and understanding.
-

8. Dealing with Discrimination and Harassment

Any form of discrimination, bullying, or harassment will be addressed swiftly and appropriately.

- Incidents will be recorded, investigated, and followed up in line with our **Behaviour Policy** and **Safeguarding Policy**.

- Support will be offered to all parties involved.
 - Patterns or trends will be monitored to inform prevention strategies.
-

9. Monitoring and Evaluation

We will:

- Collect and analyse data on pupil achievement, attendance, and exclusions by protected characteristics.
 - Use findings to identify any inequalities and take targeted action.
 - Review this policy annually and report to governors on equality objectives and progress.
-

10. Public Sector Equality Duty (PSED) Objectives

1. **To reduce the attainment gap** between pupils with SEND and their peers.
 2. **To promote understanding and respect** between different groups within the school.
 3. **To ensure recruitment and progression** processes are fair, inclusive, and transparent.
-

11. Communication

This policy will be:

- Published on the school website.
 - Shared with all staff, governors, and parents.
 - Explained to pupils in an age-appropriate way through PSHE and assemblies.
-

12. Review

This policy will be reviewed annually or sooner if required by changes in legislation or school circumstances.