



Northern Lights

LEARNING TRUST

Equality Objective Statement

Review Date:	Spring 2018
Next Review Date:	Spring 2020
Person in charge:	Chief Executive
Link Governor:	Chair of Board

Pastoral Care/Spiritual Development

The quality of relationships between all members of Academy, staff and pupils, and the relationship with parents and carers is the area that is most commonly associated with the ethos of a church Academy. It is expressed in the terms of sharing and caring. Jesus was clear in his instructions to the disciples on this matter.

‘Love your neighbour as yourself’ – Matthew 22:39.

‘This is my commandment: love each other’ - John 15:17.

Everyone associated with the Academy is made in the image of God and is to be loved. This is the commandment from which Northern Lights Learning Trust derives its policy for pastoral care.

We have a series of overlapping networks of relationships, which includes governors, staff, children, parents, church members, and members of the community which the Academy seeks to serve. Our pastoral work will strive to meet the significant challenge to create and maintain such networks in ways which reflect the Gospel. Those who are in leadership roles, which includes all who have a particular responsibility, ensure that by their personal example they set the highest standards expected.

It is from this premise that Christian love will pervade all aspects of life at Northern Lights Learning Trust. It will influence how we reward and teach discipline. It will affect how we value work and the achievements of pupils and staff. It will be seen in the way in which the Academy environment is created and cared for, in the way in which the needs of pupils, parents, and community are met, and in the way in which teaching and non-teaching staff work together effectively as a team. Pastoral care pervades all aspects of Academy life and therefore will be reflected in the way the Academy is organised and the policies are written and implemented.

The Trust’s Equality Objective Statement is part of the academy’s policies for pastoral and safeguarding arrangements.

At Northern Lights Learning Trust we welcome our duties under the Equality Act 2010.

The academy’s general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the academy community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.

Aims to eradicate discrimination

Northern Lights Learning Trust believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the Northern Lights Learning Trust.

This environment will be achieved by:

- Being respectful.
- Always treating all members of the academy community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Full details of the arrangements we have in place can be found in each academy's Single Equality Action Plan.

Dealing with prejudice

Northern Lights Learning Trust does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our academy with the utmost severity. When an incident is reported, through a thorough reporting procedure, our academy is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At Northern Lights Learning Trust, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The trust's employees will not:

- Discriminate against any member of the academy.
- Treat other members of the academy unfairly.

The trust's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

Northern Lights Learning Trust does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the academy community. All staff members are obliged to act in accordance with the academy's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated at Northern Lights Learning Trust and we are continuously working towards a more accepting and respectful environment for our academy communities.

