



United Learning
The best in everyone™

SHOREHAM ACADEMY

Equality and Diversity Policy (Including Equality Objectives)

Updated: Sept 2023

Next Review: Sept 2024

Our Vision

As a United Learning school, the core value is “The Best in Everyone”. At Shoreham Academy, **everyone** really means that - we treat each and every individual fairly; celebrating and meeting different needs so that all members of our school community are free to live, learn and achieve their potential. This includes staff and students as well as our dealings with external stakeholders, partners and wider community.

We aim to help the students understand the world in which they live, have mutual respect for the values of others and work together as a team. We want to ensure that everyone, whatever their needs and capabilities, is included and catered for. We value each individual and recognise and aim to respond to the needs of all students, as well as the staff who work here. We hope that by attending and working at Shoreham Academy and embracing equality and diversity as they learn more, that our students and staff can make a positive contribution to wider society so we can all see a fairer future.

Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should **not** be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes staff employed at the school as well as students, parents and school governors.

Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. By promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. By promoting a diversity-friendly school culture, we are able to meet our school’s aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, students and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity-friendly culture helps to create a more productive school community, which in turn positively impacts the wider community.

Protected Characteristics

Relating to the Equality Act (2010) there are nine ‘protected characteristics’ these are:

- race
- gender / sex
- disability
- gender reassignment
- marriage / civil partnership
- pregnancy / maternity
- religion and belief
- age
- sexual orientation

We believe all students and staff should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of students, staff, parents and visitors on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim. All incidents involving a protected characteristic will be recorded on our Hate Incident Form and reported to West Sussex County Council. Shoreham Academy views any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

Our Academy's Equality Objectives

We aim:

- To ensure all stakeholders are made fully aware of our Equality and Diversity Policy
- To ensure that students and visitors to our school are clear about the expectations regarding our commitment to promoting equality and diversity
- To demonstrate that all learners are of equal value
- To foster positive attitudes and relationships and a shared sense of cohesion and belonging
- To provide training/development and updates as appropriate
- To review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school
- To observe excellent equalities practice in staff recruitment, retention and development
- To ensure that no one is discriminated against, and that staff and students feel valued
- To aim to reduce and remove inequalities and barriers that already exist
- To consult with stakeholders and involve them in equality and diversity issues.

We do this by:

- Providing a secure environment in which all of our students can flourish and in which all contributions are valued
- Including and valuing the contribution of all stakeholders to our understanding of equality and diversity
- Providing positive non-stereotyping information about gender roles, diverse ethnic and cultural groups, and people with disabilities
- Reviewing our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- Making inclusion a thread that runs through all the activities of Shoreham Academy
- Providing suitable training in equality matters for staff and appropriate guidance to students through assemblies, PCSHE program and our curriculum.
- Ensuring recruitment policy and practice conforms
- Consulting with students via Student Council and student groups, (representatives of these groups periodically meet with SLT and the academy governors). We consult with parents via our regular parent forums and live events and also via online surveys on key issues. We consult with staff on an ongoing basis and via regular staff forums.
- By ensuring our policies and practice are designed to eliminate discrimination at the school and comply with the [Equalities Act 2010](#)
- By ensuring all people with [protected characteristics](#) have equality of opportunity at the academy.

Our provision

The academy curriculum is dynamic, and choices of our content are continually reviewed and monitored. The curriculum is seen as part of the personal and social development of all students and, as such, its underlying principle is to be accessible to all students regardless of race, age, gender or social class. To be relevant and help students to understand that they are highly valued, departments are expected to demonstrate in schemes of work how they contribute to the academy aims for equality. The English department, as an excellent recent example, reviewed their curriculum and have changed their core GCSE text to be more inclusive.

We seek to provide education on the topics of equality and diversity explicitly to our students through assemblies, mentor time activities as well as through the curriculum itself. These are themes that run throughout our PSCHE and RSE education provision. We celebrate a wide variety of festivals such as Pride and acknowledge special days, including religious holidays in the calendar to further promote understanding and celebrate diversity. We run Rainbow Club for our LGBT students and hold a Pride event every June. We celebrate religious festivals and provide access to prayer rooms as required. During Black History Month, different activities are held to raise awareness and departments cover

subject appropriate content in their lessons. We use student voice to help implement our delivery on a regular basis. We welcome any suggestion or contribution to continue our move forward in our provision.

Human Resources

As an employer we aim:

- To ensure that no job applicant, interviewee, or employee will receive less favourable treatment on the grounds of sex, race, age, religion or belief, married or civil partner status, sexual orientation, pregnancy or maternity, gender reassignment or disability
- To advance equality of opportunity by identifying groups under-represented in our work force and taking positive steps to address this
- To ensure that individuals are selected and promoted based on their ability to carry out a particular job, having considered any adjustments necessary that may act as barriers to the participation of people with a protected characteristic.
- To ensure that decisions about training and development are made based on identified need and not on any other basis

Roles and Responsibilities

The policy applies to:

- School Governors
- Staff
- Parents
- Students (as appropriate)
- Visitors
- Multi-agency Professionals
- Contractors

All members of the school community, governors, staff, students, parents and visitors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

Information on Gender Pay Gap

Information for the United Learning Group can be found [here](#)

Accessibility Plan

For our current Accessibility Plan please [Click Here](#)

Hate Crime Incident Report

We must report each incident of a hate crime with West Sussex County Council. Please complete the attached form when you have witnessed an incident of a hate crime in order to provide the information we require to fulfil this obligation.

Please answer with as much detail as possible and also ensure that this has been logged on Arbor and the necessary actions in school have been followed as per our usual expectations.

Q.1. Are you the victim, witness or third party of a hate crime?

- Victim
- Witness
- Third party

Q.2. Do you wish to remain anonymous?

- Yes
- No

Q.3. Do you agree in allowing the information in this form to be passed to another agency/organisation or police?

- Yes
- No

Q.4. If you are not the victim, has the victim been made aware of this report?

- Yes
- No

Q.4.i If yes, is the victim willing to share their contact details:

Please circle: Mr/Mrs/Miss/Ms/Mx/Dr/Other

First name:

Last name:

Address:

Phone number (preferred):

Email address:

Q.5. Type of incident:

Abuse – verbal/gesture	Emotional abuse (e.g. blackmail)	Missile
Abuse – phone/text/mail	Extremist organisation behaviour	Physical violence
Arson	Gang involvement	Sexual
Criminal Damage	Graffiti	Weapons
Dispute/Threats	Harassment	Written/printed

Other:

Q.6. What do you think motivated or contributed to the incident?

- Racism
- Religion/Faith
- Disability
- Transphobia
- Homophobia

Please provide detail of the incident in your own words:

Q.8. Details of the incident:

Date incident took place:

Time incident took place:

Where did the incident take place:

If applicable, Police serial number:

Q.9. Details of the victim:

Victim's Religion/Faith:

Victim's sexual orientation:

Victim's Gender:

Is victim's gender identity the same as the gender given at birth? Yes / No / Don't know

Victims Ethnicity:

Does the victim have a disability? Yes / No / Don't know

Victim's DOB:

Staff signature:

Date: