Shoreham Academy
The best in everyone™
Part of United Learning

SHOREHAM ACADEMY

Equality and Diversity Policy (Including Equality Objectives)

Updated: Sept 2026

Next Review: Jan 2027

Purpose and scope

Shoreham Academy is committed to "The Best in Everyone". We provide an inclusive environment in which students, staff, governors, parents, carers, visitors, contractors and partner professionals are treated fairly, valued as individuals and able to participate without discrimination, harassment or victimisation.

This policy explains how the academy meets its duties under the Equality Act 2010 and promotes equality of opportunity across education, employment and academy life.

2. Our commitment

We have high expectations for every student and will identify and remove barriers to learning, participation and achievement. We will:

- provide an appropriate learning experience for all students;
- promote respect, positive relationships and a shared sense of belonging;
- challenge prejudice, discrimination and negative stereotyping;
- make reasonable adjustments where required;
- ensure recruitment, development and employment practices are fair; and
- work with families, communities and other agencies to support equality.

3. Protected characteristics

The Equality Act 2010 protects people from discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Equality does not always mean treating everyone in the same way. Some people may need additional support or adjustments to achieve equal access and opportunity.

4. Equality objectives

Shoreham Academy aims to:

- ensure that all members of the academy community feel safe, respected and equally valued;
- reduce gaps in participation, attendance, attainment and outcomes, including for disadvantaged students and students with special educational needs or disabilities;
- remove barriers to access, learning and academy life;
- promote inclusive curriculum content and positive representation; and
- maintain fair recruitment, retention and professional development practices.

Objectives and related actions will be reviewed regularly using relevant evidence and consultation with students, staff, parents, carers and governors.

5. How we put this policy into practice

We embed equality and inclusion through:

- an accessible, regularly reviewed curriculum and wider personal development programme;
- clear expectations for behaviour and respectful relationships;
- staff training and guidance for students through assemblies, PSHE and the wider curriculum;
- student, parent and staff voice, including consultation through established forums and surveys;
- reasonable adjustments and targeted support where barriers are identified; and
- regular review of policies, practices and equality information.

6. Bullying, harassment and hate incidents

Bullying, harassment, victimisation and discrimination are not tolerated, including where they relate to an actual or perceived protected characteristic or association with someone who has a protected characteristic.

Concerns will be recorded, investigated promptly and addressed in line with academy procedures. Appropriate support will be offered, action taken to prevent recurrence and, where required, incidents will be reported to West Sussex County Council or the police. Discriminatory conduct by staff may be treated as misconduct under the relevant disciplinary procedure.

7. Roles and responsibilities

The Local Governing Body and academy leaders oversee compliance, review equality information and objectives, and ensure appropriate action is taken. All staff must model inclusive practice, educate against prejudice, make or support reasonable adjustments and report concerns. Students, parents, carers, visitors and contractors are expected to treat others respectfully and challenge or report inappropriate behaviour.

8. Monitoring and related information

The academy will monitor the impact of this policy and review it annually. Equality information, objectives and actions will be updated where evidence identifies new priorities.

United Learning gender pay gap information is available through the group's statutory information page. The academy's current Accessibility Plan and West Sussex County Council's hate crime reporting service provide further guidance through the existing links published by Shoreham Academy.

This policy should be read alongside the Accessibility Plan, Behaviour Policy, Anti-Bullying Policy, Safeguarding and Child Protection Policy, SEND Policy and relevant employment procedures.