



Shoeburyness High School

A member of SECAT (Southend East Community Academy Trust)

EQUALITY AND DIVERSITY – Sept 2021

Our Policy Statement

- Shoeburyness High School treats all members of the school community and anyone visiting the school community with dignity and respect, valuing the diversity of all.
- We ensure equality of opportunity for all members of the school community.
- All pupils and staff are encouraged to achieve their full potential.
- We aim to eliminate all forms of discrimination on grounds of race, sex, gender identity and gender reassignment, marital status, caring responsibilities, disability, age, social class, sexual orientation, religion and or belief.
- We do not discriminate against students seeking admission or with regard to how students are treated on grounds of race, sex, gender identity and gender reassignment, marital status, caring responsibilities, disability, social class, sexual orientation, religion and or belief.
- We do not discriminate in the employment, promotion or training of staff on grounds of race, gender, gender identity and gender reassignment, marital status, caring responsibilities, disability, age, social class, sexual orientation, religion and or belief.
- We teach our pupils to respect diversity.
- We meet the diverse needs of our pupils to ensure inclusion for all our pupils and to prepare students for a diverse society.
- We promote good relations between persons of a different race and nationality. Attainment levels of pupils from different racial groups are carefully monitored. Racist incidents are recorded and reported to the local authority and the academy committee.
- We promote equality of opportunity between disabled people and other people by eliminating harassment of disabled persons and promoting positive attitudes towards disabled people. We encourage participation of disabled people in public life. We take account of disabled persons' disabilities including where that involves additional or favourable treatment in order to achieve equality of opportunity. We make reasonable adjustments to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled.