



Equalities Statement 2016

In line with our Equal Opportunities and Equality Scheme we aim to continuously improve the implementation of equality related policies and procedures, and to ensure that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics. Within the policy Riverside School established the following objective for 2014-2016:

to re-design and develop a profoundly personalised curriculum for all pupils focussed on learning cohorts to include developing early cognitive skills, independent learning and life skills and personalised pathways and peer mentoring, this ensures equality of treatment to all pupils focussing on a fully personalised delivery.

During the last academic year we have developed this through the introduction of Personal Learning Profiles and Unique Pupil Profiles for all pupils at Riverside School. Through these, individualised target are set in consultation with families.

A series of pathways has been introduced for learning options for a group of pupils to help to provide skills leading to greater choice and opportunity during their transition to placements after they leave Riverside.

The development and recording of progress for early cognitive skills have been enhanced by the introduction of ipod recording devices which has been operated as a pilot and is now being used more widely across all classes with pupils working below R4 levels.

Our achievement and progress reports provide evidence of progress across different cohorts and do not suggest that any groups with protected characteristics are underperforming.

We have reviewed our Anti Bullying Policy and Complaints Procedure and ensured that these are accessible and fully aligned with our equality objectives.

In respect of staff recruitment we re-iterate our commitment to equal opportunities in all adverts and monitor our recruitment process. We have also enhanced our professional development and performance appraisal process to ensure all staff receive the same opportunities for professional development to support their roles in school.