

RIVERSIDE SCHOOL



Equal Opportunities Policy

APPROVED BY GOVERNORS

RESPONSIBLE PERSON – HEADTEACHER

1) Statement of policy

In accordance with our mission statement, we pledge to respect the equal human rights of all our pupils and to educate them about equality.

We will also respect the equal rights of our staff and other members of the school community.

In particular we will comply with the Equality Act 2010 and exercise our Public Sector Equality Duty to support decision making and deliver policies and services which are efficient and effective, accessible to all; and which meet different people's needs.

The aim of this policy is to communicate the commitment of Riverside School Governors and Senior Leadership Team to the promotion of equality of opportunity at Riverside School for its pupils, parents, staff and visitors.

It is our policy to provide equality to all, irrespective of:

- Disability
- Age.
- Gender reassignment
- Marital or civil partnership status
- Pregnancy and maternity
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Sex (Gender)
- Sexual orientation

We are opposed to all forms of unlawful and unfair discrimination. All pupils, parents/carers, job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds.

No prejudice should prevent pupils, staff and parents from having access to a range of opportunity within the school and beyond.

Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

2) The Public Sector Equality Duty

2.1) We will have due regard to the need to:

- **Eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by the Act;
- **Advance equality** of opportunity between people who share a protected characteristic and people who do not share it;
- **Foster good relations** across all characteristics – between people who share a protected characteristic and people who do not share it.

2.2) In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
- Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a School. This will include the following functions:
 - Admissions;
 - Attendance;
 - Attainment;
 - Exclusions; and
 - Prejudice related incidents.

2.3) Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

2.4) We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

3) Our Ethos

This is a place where:

- learning is fun;
- pupils are supported and encouraged to be all that they can be;
- all efforts are acknowledged and celebrated;
- everyone is valued and respected as an individual;
- we will promote equality and diversity to our pupils and where we pledge to meet the needs of all our individuals;
- everyone is encouraged to be part of and contribute to the community; and
- encourage everyone to make healthy life choices.

4) Addressing Prejudice Related Incidents

4.1 The School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we would investigate them immediately in line with our Complaints Policy.

4.2 Parents/carers or pupils who believe that they have suffered any form of discrimination, harassment or victimisation should raise the matter with the Headteacher in line with Riverside Schools Complaints procedure. This is available on our website www.riversideschool.org.uk

- 4.3 Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed grievance procedures. A copy of these procedures is available from the Business Manager.
- 4.4 All complaints of discrimination will be dealt with seriously, promptly and confidentially.
- 4.5 In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or the Fair Employment Tribunal under the Equality Act 2010.
- 4.6 However, employees wishing to make a complaint to a tribunal will normally be required to raise their complaint under our internal grievance procedures first.
- 4.7 Every effort will be made to ensure that employees who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

5) Objectives

- 5.1 In achieving compliancy with the Act, objectives are set annually. Detailed below are the School's current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	<ul style="list-style-type: none"> ❑ All pupils are assessed, monitored and tracked through a variety of tools including SOLAR, P Scales; Engagement Profile; Sounds of Intent; IEPs, Behaviour Support Plans; Read Write Inc.; and a range of accredited courses. ❑ Under-achievement is identified and appropriate intervention is applied. ❑ Pupils are able to participate in a range of extra-curricular opportunities.
Behaviour and Safety	<ul style="list-style-type: none"> ❑ Pupils respect one another. ❑ Pupils feel safe and valued. ❑ Pupils, staff and parents know that misconduct and gross misconduct will be challenged.
Teaching	<ul style="list-style-type: none"> ❑ All pupils experience 100% 'good or better' lessons.
Leadership and Management	<ul style="list-style-type: none"> ❑ The staff and governing board reflects the diversity of the Riverside Community. ❑ No pupils (or families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. ❑ The Headteacher is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

5.2 The School will make reasonable adjustments to meet the needs of all pupils aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- (c) improving the availability of accessible information to disabled pupils.
 - a. The School's Leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

6) **Responsibility**

6.1 We believe that promoting equality is the whole School responsibility.

6.2 How does the School eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?

The School does this by measures that include:

- (a) for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti bullying policy;
- (c) PSHCE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities,
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

School Community	Responsibility
Riverside Governing Board	Involving and engaging the whole School community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the School in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Wider Leadership Team	To support the Headteacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Support Staff	Support the School and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the School community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Parents	Take an active part in identifying barriers for the School's community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the School's community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the School to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the School community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the School to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.

7) The School's equality objectives

7.1 While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, the School has established the following objective:

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

8) Policy Objectives

8.1 The Headteacher has specific responsibility for the effective implementation of this policy. Each manager and supervisor also has responsibilities and we expect all our staff to abide by the policy and help create the equality environment which is its objective.

8.2 In order to implement this policy we shall:

- Communicate the policy to pupils, parents/carers, employees, job applicants and relevant others (such as contract or agency workers)
- Incorporate equal opportunities into our curriculum delivery and have due regard to this when planning activities and outings.
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff
- Provide equality training and guidance as appropriate, including training on induction and management courses.
- Ensure that those who are involved in assessing candidates for recruitment or promotion will be trained in nondiscriminatory selection techniques
- Incorporate equal opportunities notices into general communications practices (eg, newsletters, website)