



## EQUALITY STATEMENT

1.1 Riverside School is committed to equality both as an employer and a service-provider. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

1.2 **We are committed to:**

- ensuring that everyone is treated fairly and with respect
- making our school a safe, secure and stimulating place for everyone
- consulting and involving people from different groups in our decisions, for example, through talking to pupils and parents/carers and through our School Council
- recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.

1.3 We welcome the emphasis in the Ofsted inspection framework on the requirement for leaders to promote equality of opportunity and diversity, resulting in a positive school culture, working together to prevent discriminatory behaviour.

1.4 We welcome our duty under the **Equality Act 2010** which requires us to publish information that demonstrates that we have due regard for the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the **Equality Act 2010**
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

1.5 This statement meets our specific duty to publish information every year which sets out how we are doing this. Please also see our **Accessibility Plan** which can be found on the school's website.

## PART 1: INFORMATION

### Pupil population (August 2021)

	NUMBER OF PUPILS	PERCENTAGE
<b>TOTAL ON ROLL</b>	301	100%
<b>GENDER:</b>		
GIRLS	145	48%
BOYS	156	52%
<b>SEND:</b>		
SEND (Y1-6)	86	17%
SEND (EHCP)	9	3%
<b>ETHNICITY:</b>		
WHITE BRITISH	90	30%
DUAL HERITAGE	46	15%
BLACK AFRICAN	27	9%
ASIAN	24	8%
WHITE EUROPEAN	16	5%
BLACK CARRIBEAN	10	3%
MIDDLE EASTERN	10	3%
SOUTH/CENTRAL AMERICAN	8	3%
EASTERN EUROPEAN	9	3%
ANY OTHER BACKGROUND	63	21%

### Prejudice related incidents and bullying (2020/21)

0 incidents reported to LA.

12 incidents reported to school, with follow up actioned to address issues

### Exclusions

0 exclusions

## **Part 2: HOW WE ARE MEETING OUR EQUALITY DUTY TO ADVANCING EQUALITY, ELIMINATE DISCRIMINATION AND FOSTER GOOD RELATIONSHIPS**

2.1 The information and data provided shows that we give careful consideration to advancing equality in everything that we do and the steps we are taking to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the *Equality Act 2010*.

### **Training**

- One senior of staff has completed an accredited PSHE course
- All staff have completed NOS online safety training
- All staff have completed Prevent training
- Place2Think training for teaching staff (staff wellbeing).

### **Record keeping and monitoring**

2.3 We keep an accurate record, when possible and appropriate, of:

- the protected characteristics of our pupils and employees
- prejudice related incidents and bullying
- exclusions

### **Policies**

2.4 All school policies contribute to the promotion of equality.

### **Curriculum**

2.5 The school curriculum:

- is highly positive, offering memorable experiences and enrichment opportunities that contribute to pupils' spiritual, moral, social and cultural development
- includes a broad range of areas of study to eliminate discrimination, harassment and victimisation, as detailed on the school's website
- encourages children to think about the world in which they live and to broaden their understanding of others' beliefs, cultures and faiths
- promotes British Values of democracy, rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs
- makes use of resources which challenge stereotypes.

### **Engagement/consultation**

2.6 We have a School Council which represents the profile of our school population and ensures that pupils have a direct voice to discuss matters that relate to their concerns, overall well-being and education.

2.7 We incorporate successful strategies for engaging with our parents and carers, including those who might traditionally find working with the school difficult, including daily contact with senior managers, parents' curriculum evenings and Parents' Days. Interpreters are available as required.

### **Disability**

2.8 We are committed to working for the equality of people with disabilities and information is available through the school's website or from the School Office.

2.9 Data, including assessment and progress information, shows that SEND pupils achieve broadly in line with all pupils from their baseline assessments and is not a barrier to learning.

2.10 All pupils, including SEND pupils, have the opportunity to attend all enrichment activities, including after school clubs, in line with all pupils.

### **Gender**

2.11 We are committed to working for and promoting gender equality.

2.12 Data, including assessment and progress information, shows that all pupils, irrespective of gender, achieve in line with peers from their baseline assessments and is not a barrier to learning.

2.13 All pupils, irrespective of gender, have the opportunity to attend all enrichment activities, including after school clubs.

### **Ethnicity and Race**

2.14 We are committed to working for ethnic and racial equality.

2.15 Data, including assessment and progress information, shows that all pupils, irrespective of race/ethnicity, achieve in line with peers from their baseline assessments and is not a barrier to learning.

2.16 All pupils, irrespective of ethnicity/race, have the opportunity to attend all enrichment activities, including after school clubs.

### **Religion**

2.17 We are committed to working for equality with regard to religion, belief and non-belief. We respect the religious beliefs and practices of all pupils, staff, parents and visitors and we comply with reasonable requests relating to religious observance and practice.

### **Sexual Identity and Orientation**

2.18 We are committed to advancing the equality of people whatever their sexual identity or orientation and promoting good relationships among all.

### **School Action**

2.19 At Riverside we:

- promote inclusion for all
- provide interventions to address the additional needs of pupils
- continue to close any attainment gaps
- have a school uniform policy that is subsidised by the school
- provide enrichment activities and experiences that reflect diverse cultures and share family traditions
- deliver an inclusive curriculum that promotes positive images, challenges discrimination and stereotypes and is accessible to all
- work to eliminate discriminatory behaviours, including providing support as appropriate.

## **PART 3: OUR EQUALITY OBJECTIVES**

3.1 The **Equality Act 2010** requires us to publish specific, achievable and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

**Equality objective 1:**

*Be able to provide a laptop for all pupils to study at home and at school.*

**Equality objective 2:**

*Agree a programme of after school clubs that cater for diverse interests in line with national and local restrictions*

**Equality objective 3:**

*Provide parent support through Place2Be, interpreters and the EAL Leader.*

## **LINK**

<https://www.legislation.gov.uk/ukpga/2010/15/section/149>