

Equality Information and Objectives



RIVERSIDE BRIDGE SCHOOL
'EXCELLENCE FOR ALL'



Partnership Learning

Ratified by Governors: November 2021

To be reviewed: November 2022



EQUALITY INFORMATION AND OBJECTIVES

Review Frequency: Annually

Date of ratification: November 2021

Date next review due: November 2022

Scope of Document: This document applies to all staff, students, governors and volunteers at Riverside Bridge School

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1.0 AIMS

Riverside Bridge School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010 (updated 2015).
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it. (See list of protected characteristics in Appendix A)
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

2.0 LEGISLATION AND GUIDANCE

This document meets the requirements under the following legislation:

- The Equality Act 2010 (updated 2015), which introduced the public sector equality duty and protects people from discrimination.
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 (updated 2015) and schools.

3.0 ROLES AND RESPONSIBILITIES

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated through the school, including to staff, pupils and parent, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4.0 ELIMINATING DISCRIMINATION

The school is aware of its obligations under the Equality Act 2010 (updated 2015) and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

5.0 ADVANCING EQUALITY OF OPPORTUNITY

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (See list of protected characteristics in Appendix A).
- Taking steps to meet the particular needs of people who have a particular characteristic (See list of protected characteristics in Appendix A)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies).

In fulfilling this aspect of the duty, the school will:

- Analyse data to determine strengths and areas for improvement, implement actions in response.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying).

6.0 FOSTERING GOOD RELATIONS

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This is included in teaching across all curriculum pathways with the level of information dictated by the pupils needs, abilities and understanding.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to participate in assemblies and we will also invite external speakers to contribute where requires and relevant.
- Working with our local community. This includes inviting leaders of local faith groups to visit Riverside Bridge School, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school.
- All pupils are encouraged to participate in the school's activities, such as sports clubs.

7.0 EQUALITY CONSIDERATIONS IN DECISION-MAKING

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays.
- Is accessible to pupils with special educational needs and disabilities.
- Has equivalent facilities for boys and girls.

8.0 EQUALITY OBJECTIVES

Objective 1

To appoint a parent representative to the campus governing body to ensure that Riverside Bridge School is equally represented during campus full governing body meetings by openly recruiting at events such as coffee mornings, parents evenings and parent workshops

Objective 2

To promote the involvement of all pupils in accessing off site visits within the local community by ensuring that additional staff are available to support higher needs children in accessing some venues

Objective 3

To reduce the number of incidents where the use of racist language is used in school by pupils by raising the awareness of the pupils understanding of 'what is racism'.

Objective 4

To raise the means of communication around the school for all pupils to be able to communicate amongst themselves more easily, by improving communication systems around the school and staff being trained in makaton to facilitate pupil conversations where a non-verbal pupil may be involved

9.0 MONITORING ARRANGEMENTS

The governing body will update the equality information we publish, described in sections 4-8 above, at least every year.

This document will be reviewed by governing body as appropriate.

This document will be approved by governing body.

APPENDIX A

Types of discrimination ('protected characteristics')

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

These are called 'protected characteristics'.

You are protected from discrimination:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

You are legally protected from discrimination by the Equality Act 2010 (updated 2015).

You are also protected from discrimination if:

- you are associated with someone who has a protected characteristic, for example a family member or friend
- you have complained about discrimination or supported someone else's claim