

Riverside Primary Equality Objectives

The Equality Act 2010 requires schools to publish specific measurable equality objectives. 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.

<i>Objectives</i>	<i>Actions</i>
<i>1. To explore and promote positive mental health for staff and children, including ensuring that children see the value in their own gender, culture and religious background.</i>	<i>Revision and implementation of PSHE, RE and SRE curriculum. Planned and targeted assemblies at class, Key stage and whole school level. Development of the Inclusion Team including mental health lead. Continued use of Employment Assistance Programme. Staff Training</i>
<i>2. To improve awareness of gender equality, with a specific focus on addressing low level harassment related to gender.</i>	<i>Change of behaviour policy to better identify incidents. Effective monitoring of behaviour and gender related instances. Explicit, age appropriate teaching regarding gender equality. Staff training</i>
<i>3. To continue to monitor the achievement and attainment of all groups, identifying and narrowing any gaps.</i>	<i>Curriculum is monitored. Pupil progress meetings School building is regularly reviewed and assessed</i>
<i>4. To continue to build a sense of community for children and parents, increasing opportunities for families to be involved in the life of the school.</i>	<i>Continued use of Parent information workshops. Increased use of social media Increase in planned opportunities for families to be invited into school and involved in learning, especially as a resource.</i>

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PTA to be established.

1. <i>To explore and promote positive mental health for staff and children, including ensuring that children see the value in their own gender, culture and religious background.</i>	
<i>Aims</i>	<i>Actions</i>
<i>To ensure children have a broad and balanced understanding of cultural idea, religion and belief</i>	<i>A carefully planned RE curriculum based on the Barking and Dagenham agreed syllabus which encompassed the major world religions and beliefs</i> <i>Cultural and religious difference are discussed and celebrated in learning challenge lessons.</i> <i>Whole school assemblies are held termly to bring together key ideas from across the RE curriculum.</i> <i>Visits to local places of worship from a range of religions.</i>
<i>To give all children and families a voice</i>	<i>Multiple avenues for children to express concerns including through a worry box and designated 'Need to Talk' contact form</i> <i>Time is given in the curriculum for children to be given the chance to discuss key issues, including those around equality.</i> <i>Coffee morning workshops for families where questions and discussion is invited.</i> <i>In addition to the opportunity to visit the school at different times and take part in parent meetings, parents also have the opportunity to share their views through questionnaires.</i> <i>Families invited in for Cultural Community Day, Sports day, Careers day and Healthy Living Day</i>
<i>To ensure that children of all groups have aspirational role models and positive self-image</i>	<i>Children celebrate cultural diversity and learn about discrimination through assemblies and the PSHE curriculum.</i>

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	<p><i>The school staff, of a range of ethnicities, help towards the provision of positive role models to children from protected groups</i></p> <p><i>Children from protected groups have the opportunity to attend the Scholar Club; a university inspired course which ensures children have high aspirations for themselves.</i></p>
<i>To give all staff a voice and promote mental health and wellbeing</i>	<p><i>Development of Inclusion team with designated Mental Health Lead allowing staff to express any concerns.</i></p> <p><i>Work Place Options allows all staff to access help including short term solution focused counselling and professional services in the local area.</i></p> <p><i>Staff Social Team organise half termly events</i></p> <p><i>SLT recognise the input of staff including awarding Star of the Month and Hug in a Mug.</i></p>
<i>Actively promote social and emotional wellbeing for all children.</i>	<p><i>A wide range of free after school clubs to provide a broader curriculum experience.</i></p> <p><i>The school admissions system includes a buddy system and family meetings</i></p> <p><i>Pupil wellbeing notice board for all</i></p> <p><i>PSHE curriculum is delivered regularly to enable children to talk about their social and emotional wellbeing.</i></p>

2. To improve awareness of gender equality, with a specific focus on addressing low level harassment related to gender.

<i>Aims</i>	<i>Actions</i>
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<p><i>To implement a behaviour policy that is clear about importance of respect for all.</i></p>	<p><i>We revisit rules, rights and responsibilities with children regularly, with explicit reference to respect, tolerance and equality.</i></p> <p><i>Rare incidents of discrimination, harassment and bullying are dealt with swiftly in line with the behaviour policy.</i></p> <p><i>Where incidents do occur, these have been addressed on an individual and year group level by the leadership team and social inclusion officer.</i></p> <p><i>All incidents involving racist, sexist, homophobic or other discriminatory language are treated seriously, recorded and have appropriate consequences applied.</i></p> <p><i>Reflection room data is analysed termly and used to monitor behaviour trends across the school.</i></p>
<p><i>To ensure Riverside is an equitable workplace</i></p>	<p><i>Clear guidelines for complaints against staff, including claims of discrimination. There have been no reported cases of discrimination against staff, but if there were, HR procedures are in place for immediate action and recording.</i></p> <p><i>Appropriate recruitment procedures are in place, including ensuring senior leaders are Safer Recruitment trained.</i></p> <p><i>The school takes steps to ensure pregnancy and maternity leave is no barrier to career advancement.</i></p>
<p><i>To ensure staff have a good understanding of the equalities Act and protected characteristics.</i></p>	<p><i>Review of policies and practical application in INSET, staff meetings and ECT workshops. All staff are aware of the equalities Act 2010 and understand Riverside is committed to a culture of inclusion.</i></p> <p><i>Training and awareness about discrimination and bullying issues.</i></p>
<p><i>To monitor explicit, age appropriate teaching regarding gender equality.</i></p>	<p><i>Termly monitoring ensures quality first teaching is practised consistently throughout the school including staff training.</i></p> <p><i>Pupils are aware of victimisation and discrimination through the anti-bullying policy and PSHE curriculum.</i></p> <p><i>The SRE curriculum explicitly addresses gender, sexuality and non-binary issues at an age appropriate level.</i></p>

3. To continue to promote diversity amongst staff and pupils and monitor the achievement and attainment of all groups, identifying and narrowing any gaps.

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<i>Aims</i>	<i>Actions</i>
<i>Ensure that all children have full access to school life and curriculum opportunities</i>	<i>Pupil premium are targeted with additional support where needed including booster groups and intervention groups. Pupil data is examined in terms of gender and ethnicity and action taken to address gaps.</i>
<i>Ensure that all children and staff have full access to school life,</i>	<i>Reasonable adjustments are made to reduce or eliminate the barriers to children with disabilities, SEN or any other protected group.</i>
<i>To ensure diversity is promoted in Riverside Primary School.</i>	<i>We produce a workforce census annually. Data from the workforce census is scrutinised by the school leadership team and governors. At Riverside Primary School it is recognised that a diverse workforce can bring benefits in promoting opportunity, fostering good relations and prohibiting harassment. Advertisements for staff, communicate an invitation for all professional to apply including those from protected groups. The school administers a non-selective approach.</i>

4. *To continue to build a sense of community for children and parents, increasing opportunities for families to be involved in the life of the school*

<i>Aims</i>	<i>Actions</i>
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<i>To work in partnership with parents</i>	<p><i>Parents evenings are held twice a year with the availability of a class email address should parents have any further questions.</i></p> <p><i>Focused coffee mornings are held on a regular basis.</i></p> <p><i>Parents invited in as a resource, to talk to the pupils about their work life enabling children to have high aspirations.</i></p> <p><i>Parents to be invited to subject curriculum drop ins.</i></p> <p><i>Parents and local residents to be invited to join the PTA</i></p>
<i>To increase use of social media</i>	<p><i>School staff use Twitter to tweet out weekly what children have been learning and achieving in school.</i></p> <p><i>Updates posted on Social media</i></p> <p><i>Signposting to LBBD services are tweeted as and when requested to all parents on social media</i></p>
<i>To create strong community links</i>	<p><i>Engagement with other local schools, in the area and in the trust.</i></p> <p><i>Working in partnership with the local Nursery and Secondary school.</i></p> <p><i>Work experience opportunities for local secondary school pupils.</i></p> <p><i>Visits from Community Police Officers</i></p> <p><i>Opportunities for employment and volunteering to create career pathways for residents in the local community.</i></p> <p><i>Working in partnership with BRL and Thames Community Ward Project.</i></p> <p><i>Parents and local residents to be invited to join the PTA</i></p>