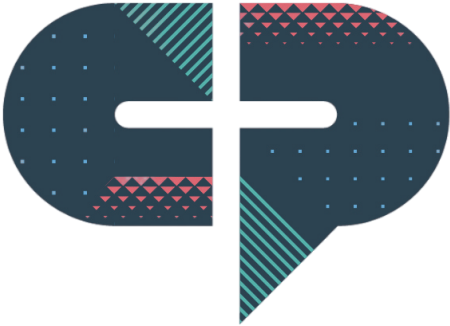


**CP RIVERSIDE
SCHOOL**



**EQUALITY OBJECTIVES
2023-2027**

Period of review	4 years
Next review date	September 2027

Aims

CP Riverside School aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

The school fully understands the principle of the Equality Act (2010) and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunity.

A protected characteristic under the Act covers the groups listed below:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees).

Legislation and Guidance

This document meets the requirements under the following legislation:

[The Equality Act](#) (2010), which introduced the Public Sector Equality Duty and protects people from discrimination
[The Equality Act 2010 \(Specific Duties\) Regulations \(2011\)](#) require schools to publish information to demonstrate how they comply 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 and Schools](#).

We also welcome our duty under the [Education and Inspections Act](#) (2006) to promote community cohesion and our duties under PREVENT.

Roles and Responsibilities

The Governing Body Will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students and parents
- Ensure that the published equality information is updated at least every year and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives to the Principal
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

School Leaders will:

- Promote knowledge and understanding of the equality objectives among staff and students
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs, and ensure the delivery of training as necessary

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

Eliminating Discrimination

The school aims to 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 understands its obligations under the Equality Act 2010 and complies with nondiscrimination provisions. Where relevant, our policies reference the importance of avoiding discrimination and other prohibited conduct. Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. New staff receive training on the Equality Act as part of their induction, and all staff receive regular refresher training.

Addressing Prejudice-Related Incidents

The Equality Act also explains that having due regard to the aims to eliminate discrimination and to foster good relations will involve the need to tackle prejudice and promote understanding.

The school opposes all forms of prejudice, and we recognise that children and young people who experience prejudice-related discrimination may fair less well in the education system.

We provide students and staff with an awareness of the impact of prejudice to prevent any incidents. If incidents still occur, we address them immediately and record them.

Advancing Equality of Opportunity

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

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim students to pray at prescribed times)
- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. students with disabilities or students who are being subjected to homophobic or transphobic bullying)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school societies)

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

- Analyse attainment data each academic year showing how students with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

Reasonable Adjustments

The school will make reasonable adjustments to meet the needs of disabled students and implement an accessibility plan aimed at:

- Increasing the extent to which disabled students can participate in the curriculum
- Improving the physical environment of the school to enable disabled students to take better advantage of education, benefits, facilities and services provided
- Improving the availability of accessible information to disabled students.

Fostering Good Relations

CP Riverside 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 includes teaching in Personal Development, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures
- Holding whole-school gatherings dealing with relevant issues. students will be encouraged to take the lead in such gatherings, and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak with students, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the school. For example, our CP Parliament has representatives from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the enrichment activities, such as sport and creative sessions. We also work with parents to promote knowledge and understanding of different cultures.

Equality Considerations In Decision-Making

The school ensures it has regard for equality considerations whenever significant decisions are made. CP Riverside 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 students with disabilities and has equivalent facilities for all students

Equality Objectives 2023-2027

The school is required by law to publish information which demonstrates compliance with the equalities duties and then also prepare and publish specific and measurable objectives.

While aiming to improve continuously the implementation of equality-related policies and procedures and ensuring that due regard is always taken of the impact of actions and decisions on students and staff with particular characteristics, the school has established the following objectives for the period 2023-2027:

1. To narrow the achievement gaps across all year groups (including disadvantaged and SEND students) by further developing and monitoring the quality of provision and the impact of strategies for intervention.
2. To address gender imbalances in achievement and participation levels in both the taught curriculum and the extra-curricular opportunities
3. To implement strategies to increase the engagement and motivation of boys
4. To develop strategies through the CP Parliament that eliminate prejudice and promote acceptance across the school community.

Monitoring Arrangements

This document will be reviewed by the Governing Body at least every 4 years. The equality information we publish will be updated annually.

Other relevant policies

- Accessibility Plan

ADOPTION BY GOVERNING BODY



(Principal)

Date: September 2023

(Chair of Governors)

Date: September 2023