

RIVERSDALE PRIMARY SCHOOL

Equality Information and Objectives

Date:

Review Date:

Signed: _____ (Governor)

Signed: _____ (Headteacher)



There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Riversdale Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to: Eliminate discrimination, harassment and victimisation. Promote equality of access and opportunity within our school and within our wider community. Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins. The Leadership Team and Governors at Riversdale Primary School regularly review the progress we are making to meet our equality objectives with regard to the protected groups (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation) under the Equality Act (2010).

CHARACTERISTICS OF THE SCHOOL

At the time of review, there are 370 children on roll, 55.7% boys and 44.3% girls. Most classes are boy heavy. In school there are 56 children on the SEN list, 33 of whom have an EHCP, 4 are awaiting an EHCP. There are currently 5 children subject to Child Protection Plans.

Although there is a wide range of ability, the attainment and skills on entry to the school are normally below expected for age. Mobility is high. This is due to pupils moving into the country, bedroom tax and local housing issues.

The percentage of disadvantaged pupils claiming FSM in the past 7 years (25%) is higher than the Local figure of 22.5%.

The proportion of pupils from minority ethnic groups is well above national (60.2% vs 32.3% nationally)

43% of pupils do not speak English as their home language. This percentage has been declining over recent years but remained around the same for the past three years.

The level of deprivation is in line with the national average at the beginning of the school year, but tends to increase as the school year progresses.

There have been no permanent exclusions in the last 10 years. However, the school has a good record of taking pupils who have been permanently excluded from other schools.

Attainment and progress within the school is good, with an average of 93% of children making expected or more than expected progress in reading, writing and maths.

EQUALITY OBJECTIVES: ELIMINATE UNLAWFUL DISCRIMINATION, HARASSMENT AND VICTIMISATION

Objective	Success Criteria	Date
The needs of users are considered when developing policies and procedures.	Reflected in all school Policies including Staff policies such as Recruitment, and Sickness Absence	Termly. See policy schedule

EQUALITY OBJECTIVES: ADVANCE EQUALITY OF OPPORTUNITY BETWEEN PEOPLE

Objective	Success Criteria	Date
Robust systems for monitoring pupil progress in place and monitored regularly.	Data analysis shows equality of attainment/progress for all. Identify groups and individuals at risk of underachievement and plan intervention.	Termly pupil progress meetings Termly pupil premium governor meeting with headteacher.
High quality remote education provision, where applicable.	Pupils of all key groups are able to access remote education/online provision and make good levels of progress as a result.	Termly. See remote education policies and pupil progress meetings.

EQUALITY OBJECTIVES: FOSTER GOOD RELATIONS BETWEEN PEOPLE

Objective	Success Criteria	Date
To further increase minority groups of parent's voice in the school.	PTA meetings are attended by representatives from all ethnic backgrounds	All year around.