

Rhodes Avenue Commitment to Equality

Autumn 2017

The Equality Act 2010 requires us to publish information that demonstrated that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Ensure 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

At Rhodes Avenue Primary

Our aim is for all children to enjoy learning and achieve success in a healthy, happy and inclusive environment.

- We are committed to ensure that everyone is treated fairly and respectfully
- We want to make sure that our school is a safe and secure place for everyone
- We recognise that people have different needs, and we understand that giving people equal opportunities does not always involve treating them the same
- We recognise that some pupils needs extra support to help them achieve their potential
- We are committed in making sure that people from different groups are consulted and involved in our decision, especially pupils, parents and those of us who can be treated less favourably
- We are committed in making sure that no-one experiences less favourable treatment or discrimination because of:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion and belief
 - Sex
 - Sexual orientation

We welcome our duties

- To promote community cohesion (under the Education and Inspections Act 2006)
- To eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010)

We also welcome the emphasis of Ofsted inspections on the importance of accelerating the progress of pupils from groups who are underachieving

As part of this we will:

- Publish information every year about our school population
- Outline how we have due regard for equality and how we promote community cohesion

- Publish equality objectives to show how we plan to tackle particular inequalities and improve what we do

Rhodes Avenue Equality Objectives

- 1. To increase the extent to which all pupils, in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence are more likely to achieve their potential.**
- 2. To raise the attainment and accelerate progress of pupils who may be affected by discrimination and unequal opportunity, as defined by the Equality Act 2010, and who therefore have one or more of the protected characteristics listed in the act, with targeted interventions and support for families.**
- 3. To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.**
- 4. To narrow the gap between boys and girls in mathematics at Greater Depth at the end of KS2.**
- 5. To narrow the gap between boys and girls in writing by the end of KS1**
- 6. To promote equal opportunities for the entire workforce tackling bullying and discrimination whenever it occurs.**
- 7. To ensure all children have access to all educational opportunities irrespective of social background.**

For more information on the protected characteristics:

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Protected characteristics

Age
Disability
Gender reassignment
Marriage and civil partnership
Pregnancy and maternity
Race
Religion and belief
Sex
Sexual orientation

For more information please contact

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