

Rhodes Avenue Primary School

Commitment to
Equalities
Objectives

Autumn 2022

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

- Eliminate 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 try 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 try to make 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 aim to make 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 unlawful 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 Equity, Diversity and Inclusion Objectives

- 1. To increase the extent to which all pupils, in particular those persons who share relevant protected characteristics that are different from the needs of persons who do not share it, 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, with targeted interventions and support for families.***
- 3. To reduce prejudice and increase understanding of equity, diversity and inclusion 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.***

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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