

Ryburn Valley High School Equalities Information and Objectives



Last Revision	October 2023
Next Review Due	October 2024

Introduction

Ryburn Valley High School demonstrates a strong culture of inclusion and through the vision, values and culture of the school. Staff and governors are committed to promoting equality of opportunity across the school community and take seriously the requirements of the Public Sector Equality Duty as defined by legislation. This will be reviewed annually by the academy to ensure alignment with any legislation changes.

The Public Sector Equality Duty aims to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
- Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- consulting and involving those affected by inequality, in the decisions your school takes to promote equality and eliminate discrimination - affected people could include parents, pupils, staff and members of the local community.

Equality Objectives

- To ensure that all pupils new to the school, including EAL and SEND experience a successful transition, are happy in school and settle quickly to learning.
- To ensure that all pupils, irrespective of gender, make at least good progress year on year and to close gaps in attainment between boys and girls.
- To extend our pupils' understanding of cultural diversity and tolerance of differences in culture and religious beliefs through positive experiences of different cultures traditions and languages.

Equalities Information

All stakeholders at Ryburn Valley High School live through our School Values of Honesty, Kindness, Respect and Endeavour – we all strive to demonstrate these both in and out of school, at all times in all that we do. We promote inclusivity at all times, regardless of race,

religion, ethnicity, sexual orientation, gender identity, disability, age or gender and we endeavour to improve the lives of all our children, young people and families.

We celebrate diversity and take steps to tackle all kinds of bullying and in doing so, we believe that children will be happier and more successful. We celebrate all our children and their families without discrimination. We are a caring community where our School Values and rewards system is built on respect and inclusivity for all.

At Ryburn valley High School we are determined that all our students will achieve the best that they can academically. We analyse data on pupil performance regularly so that we can identify any groups of children that appear to be under performing, analyse the reasons why and take steps to remove any barriers to learning.

Equality is about much more than academic achievement, and this is key to our approach. We are committed to ensuring that all students have as full access as is reasonably practical to all the opportunities that the school provides and that all students (regardless of background, gender, culture, faith, ability, economic status or ethnic origin) will be treated with equal respect by fellow pupils, teachers and other employees.

Our school has specific policies for each of Admissions, Behaviour, Equality and Special Educational Needs. We ensure that all policies, where appropriate, but especially these policies, promote all forms of equality. Policies are regularly reviewed and agreed by the school's Governors. They form a key part of the basis of the day to day running of our school.

All stakeholders are consulted in our decisions around how we promote equality and eliminate discrimination. Pupils are consulted through School Council and Pupil Voice, and we also use our School Ambassadors as an addition to the Pupil Voice.

Protected Characteristics	Aims of the General Duty		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	Racist incidents (which are very rare) would be treated very seriously and are recorded and reported annually to the governing body and to the Local Authority. All pupils achieve and make good progress, irrespective of race. The ethnic diversity of the school reflects the demographic of the local area. Feedback from visitors is that the school demonstrates inclusivity from different cultures and backgrounds.	The school provides opportunities for children to experience other cultures through the curriculum, assemblies and through extended opportunities and visitors to the school. These experiences are promoted through the school website. Everyone is treated equally, and all have the same opportunities.	Children share experiences of other cultures and are interested in each other's lives.
Special Educational Needs	Planning for learning and support ensures that all SEND pupils play a full part in all aspects of school life, including residential trips, sports days and extra-curricular activities. Staff recruitment and professional review procedures help ensure equality of opportunity.	All pupils are seen to participate fully in school productions, events and sports days. We ensure that parents who are disabled are able to access school events together with parents who are able-bodied. Children learn to support others and celebrate their involvement within a caring and supportive environment. Staff and pupils have risk assessments in place to support need.	Positive relationships are made between all pupils who see each other as equals. The school works closely with outside agencies including the NHS. Planned transition programmes are in place for pupils coming to Ryburn from other schools.
Specific Medical Needs	We have children and staff who have specific medical needs such as asthma, allergies, diabetes and	Our healthcare Assistant is in school for the same core hours as students	The healthcare assistant has excellent relationships with the

	<p>many other uncommon medical conditions. Pupils make progress relevant to their need. Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>and is aware of all medical needs within our school. Both herself and the relevant staff are trained in supporting the need of our pupils. The healthcare Assistant is trained to train school staff on whole school needs such as EpiPen training and asthma.</p>	<p>pupils, parents and staff she works with. She works closely with our SEN department to ensure all pupil's needs are met and training is in place. External professionals work regularly with the school to ensure we do all we can to meet need.</p>
Sex	<p>Most pupils achieve and make good progress, irrespective of gender. Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>The school makes every effort to challenge traditional stereotypes relating to gender and equality. Monitoring of pupil data ensures appropriate interventions support achievement for all pupils in all areas of the curriculum, irrespective of gender.</p>	<p>The school curriculum and ID lessons extend children's knowledge and understanding of people's involvement of the world and challenges traditional stereotypes about gender.</p>
Gender Reassignment	<p>Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>The school has a strong ethos of equality and tolerance and inclusivity linked to our Values.</p>	<p>The school promotes inclusion for all members of the community.</p>
Pregnancy and maternity	<p>The school ensures entitlements to Paternity and Maternity Leave are met. The school supports spouses wishing to attend medical appointments during pregnancy. The school supports flexible working as far as possible for teachers returning from maternity leave and for those with children.</p>	<p>Staff support needs during pregnancy are reviewed regularly with the line manager and staff have a risk assessment in place to support staffing need.</p>	<p>A strong team ethos of collaboration, joy and support helps foster a supportive environment for all staff,</p>
Age	<p>The school makes itself available as a resource for clubs as a venue to run sports club training and further community engagements. There is a wide age profile of staff and volunteers at the school. Staff recruitment and professional</p>	<p>As a school we celebrate the opportunities that are presented through a community with a wide age profile.</p>	<p>The school engages in community events such as carol concerts and performances in the local community</p>

	review procedures help ensure equality of opportunity.	Children are encouraged to think of the needs of others.	
Religion or Belief	As a non-denominational school Ryburn Valley High School promotes the understanding, tolerance and inclusivity of all religions and does not discriminate on the basis of religious belief. Located within a broadly Christian community, the school celebrates Christmas and through assemblies and RE develops the knowledge and understanding of the main celebrations of other religions Staff recruitment and professional procedures help ensure equality of opportunity irrespective of religious belief.	Children talk about different religious festivals and beliefs at assemblies during the school year. Visitors and staff draw on a range of experience to ensure that children recognise that where they live is not necessarily representative of a multi- cultural society.	The school continues to extend links beyond the local community with the aim of providing opportunities for children of widely differing cultures to learn together. The school promotes an understanding of shared values between different cultures and religious beliefs.
Sexual Orientation	Homophobic language is not tolerated. Sex education incorporates understanding of sexual orientation for older pupils. The school demonstrates a commitment to equality of opportunity and treatment to all members of the community regardless of sexual orientation. Staff recruitment and professional review procedures help ensure equality of opportunity.	Ensure that all parents are involved in all aspects of school life. Enable children to develop an understanding of different models of family life.	Encourage the involvement of parents in all aspects of school life. Ensure that resources that are used in school promote a range of models of family life.
Pupil Premium	Any targeting of any group is not tolerated, and this is true to pupils who are most vulnerable.	We ensure that all parents are involved in all aspects of school life as possible with staff ensuring that they understand these may be hard to reach. We enable children to be active citizens in our school and not be held back for any	Encourage the involvement of parents in all aspects of school life. Our Student Welfare Officer and Student Services team work with our pupils and their families to remove any barriers.

		reason. Evidence of how we support pupils and how we take specific measures to improve the performance are In our Pupil Premium Statement.	Ensure that resources are available to support both pupils and families.
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