



EQUALITY AND DIVERSITY STATEMENT

Rivers ESC is committed to ensuring equality of opportunity in line with the Equality Act 2010. We strive to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our staff and the community in which we work.

We will assist our pupils in achieving to their very best potential. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our pupils to make their own commitment to promoting equality.

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- **eliminate discrimination, harassment, victimisation** and any other conduct that is prohibited by or under the Equality Act 2010
- **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it

We understand the principle of the Act and the work needed to ensure that those with **protected characteristics** are not discriminated against and are given equality of opportunity.

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

- age (staff only)
- disability
- gender identity and reassignment
- pregnancy, maternity and breast feeding
- ethnicity and race
- religion faith or belief
- gender (sex)
- sexual orientation
- marriage and civil partnerships (staff only)

SCHOOL OBJECTIVES

Objective 1: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 2: Whole Staff Training on Equality & Diversity Awareness.

Objective 3: Improve social integration of pupils with SEND.

Objective 4: Improve PE/sport engagement of girls.