



## Equality Information and Objectives 2023/24

Reviewed on:	December 2023
Reviewed:	Every Four Years
Staff Responsibility:	Senior Leadership Team

RSS children are **STARS** – Safe, Together, Achieve, Resilient, Special.



At Russell Street School, we are relentlessly driven by our pursuit of excellence and high expectations of learning, behaviour and respect for every member of our community. We welcome the richness of diversity in our school and our wider society, with equality for all being underpinned in all that we do.

We strive to promote and create an environment where all staff and learners can flourish and feel safe without prejudice or discrimination. We also aim to contribute to higher standards of shared humanity by advancing equality of opportunity for all staff and learners by creating relationships based upon mutual respect and trust. We strive to promote and create responsible citizens who are independent, innovative, positive and articulate thinkers who celebrate life and seize opportunities, viewing mistakes as a learning experience and valuing diversity, equality and inclusion.

### Core Values

We believe in the importance of the protected characteristics (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity) to eliminate prejudice, discrimination, harassment and victimization within society. We respect and value the differences between people and recognise that diversity has a positive role to play in our school and society. We also believe in equality of opportunity for our staff and our learners, upholding fairness and social justice.

We will:

- Prepare learners for life in a diverse society where personal identity is valued and respected.
- Adhere to the Human Rights Act, Public Sector Equality Duty (2011) and Equality Act of (2010) including upholding the characteristics that are protected by the Equality Act 2010 - age, disability, gender reassignment., marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- Ensure all staff and learners feel respected.
- Offer equal opportunities for all learners and staff.
- Eliminate any form of discrimination within our school.
- Ensure all members of the Russell Street School community are protected from any form of bullying, intimidation, sexual harassment, discrimination and/or abusive behaviour.

## **Public Sector Equality Duty (2011)**

At Russell Street School we comply with the Public Sector Equality Duty (2011) by directly eliminating discrimination; advancing equality of opportunity for all and ensuring we foster good relationships with all people. We strictly adhere to the Equality Act 2010 and will not tolerate any discrimination against someone because of any of the protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and/ or sexual orientation). Any bullying related to any of the protective characteristics, is a 'non-negotiable' and will not be tolerated with or towards any members of our community - children, staff, governors, trustees, parents/ cares and any visitor.

Russell Street School will also consider our duties under the Equality Act 2010 in relation to making reasonable adjustments, non-discrimination and their Public Sector Equality Duty in relation to reasonable force. (KCSIE, 2023)

### **1) Elimination Discrimination**

We eliminate discrimination through our work with our pupils throughout the whole school curriculum, especially in relation to SMSC. It underpins our behaviour policy in school and ensures that discrimination is not tolerated.

Within our staff recruitment, we ensure that no applicant is treated differently, ensuring the values of equality are adhered to at all times.

### **2) Advancing Equality of Opportunity**

At Russell Street School all learners are offered the same opportunities and inclusion is at the heart of what we do.

We also ensure that for all our staff development opportunities are fair based on merit and ability.

### **3) Engagement and Fostering Good Relationships.**

At Russell Street School we understand the importance of positively working in partnership with families and communities. We therefore ensure clear communication with the wider community and stakeholders and strong community links are promoted.

Our staff reflects the diverse society of Milton Keynes and this is actively celebrated.

## **Bullying, discrimination and harassment**

We must be aware and be vigilant to any form of bullying, discrimination or harassment of any nature. However, we need to be particularly aware of the Human Rights Act 1998 and the Equality Act 2010 (including the Public Sector Equality Duty) and any form of behaviour occurring against these rights will not be tolerated under any circumstances.

As highlighted within KCSIE September 2023, being subjected to harassment, violence and or abuse, may breach children's rights as stated within the Human Rights Act.

Children who are lesbian, gay, bisexual, transgender, queer or questioning (LGBTQ+), identify as LGBTQ+ or those who are perceived as being to be LGBTQ+ may be particularly vulnerable to be bullying and we need to be extra vigilant for signs of this.

At Russell Street School we will not tolerate any form of bullying, discrimination or harassment and will ensure they are swift and fully investigated. We also believe in educating and supporting our school communities to help prevent the occurrence in the first place.

We are aware and must be ultra-vigilant for signs of sexual violence and harassment as we know that it is highly prevalent and children often do not talk out about this and even accept it as the 'norm'. We must ensure this is not the case in our school.

## Equality Objectives

1. For all Russell Street School staff and governors to value and reflect the diverse society of Russell Street School and our local communities.
2. To raise the attainment and quality of provision for all vulnerable pupils including those who are disadvantaged and SEND to enhance their life and educational opportunities.
3. To safeguard and protect all children, swiftly identifying and effectively supporting them and their families, improving their life chances to be successful and achieve highly.
4. To ensure HR procedures, including recruitment, development and employee relations matters promote equal opportunities and non-discriminatory practices.

### The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

### Equality will be overseen by the Educational Excellence committee of the governing board. This will involve:

- Monitoring the schools progress on Equalities Objectives.
- Ensuring that at least one member of the committee is familiar with all relevant legislation and the contents of this document
- Ensuring that at least one member of the committee attends appropriate equality and diversity training
- Report back to the full governing board regarding any issues

### The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs and deliver training as necessary.

### Monitoring arrangements

The governing board, along with the headteacher, will update the equality information we publish at least every year.

This document will be reviewed by the governing Board at least every 4 years.