

John Ruskin Primary School and Language Classes

# Equalities Information and Objectives Statement

Co-ordinator: Louise Tsergas

Last review: May 2023

Next review: May 2024



**"Be responsible, be fair, stay positive and care"**

## John Ruskin Primary School and Language Classes

### Statement on Equality

John Ruskin School is committed to equality both as an employer and a service-provider. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We are committed to

- Ensuring that everyone is treated fairly and with respect.
- Making our school a safe, secure and stimulating place for everyone.
- Consulting and involving people from different groups in our decisions, for example, through talking to pupils and parents/carers and through our School Council.
- Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.

We welcome the emphasis in the Ofsted inspection framework on the requirement for leaders to promote equality of opportunity and diversity, resulting in a positive school culture, working together to prevent discriminatory behaviour.

We welcome our duty under the Equality Act 2010 which requires us to publish information that demonstrates that we have due regard for the need to:

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

This statement meets our specific duty to publish information every year which sets out how we are doing this.

Please also see our Accessibility Plan which can be found on our website.

## **How we are meeting our equality duty to advancing equality, eliminate discrimination and foster good relationships**

The information provided here aims to show that we give careful consideration to equality issues in everything that we do. Schools are required to have due regard to the need to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010. The information below is a summary of how we are aware of this particular requirement and how we respond to it. Please contact us if you would like to see copies of any of our school policies. We deal promptly and effectively with all incidents and complaints of bullying and harassment related to disability or special educational need, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief and sexual orientation. We keep a record of all such incidents and notify those affected of what action we have taken. This record is kept in the School Office and is reported to Governors. Our Complaints Policy sets out how we deal with any complaints relating to the school. This can be found on the school website: [www.johnruskin.southwark.sch.uk](http://www.johnruskin.southwark.sch.uk) Under the Equality Act 2010, we are also required to have due regard to the need to advance equality of opportunity and foster good relations. This includes steps we are taking to tackle disadvantages and meet the needs of particular individuals and groups of pupils

### **Training**

A variety of training opportunities are available to staff, governors and parents. The school carefully plans these opportunities according to the needs of different groups within the school.

### **Record keeping and monitoring**

We keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.

We keep a record of prejudice related incidents and bullying.

We keep a record of exclusions

### **Policies which particularly contribute to the promotion of equality**

School Behaviour Policy (part of School Code/School Rules)

Anti-bullying Policy (this includes cyber-bullying and prejudice based bullying)

Special Educational Needs **Whole School** Information Statement

Complaints Policy - sets out how we deal with complaints relating to our school.

Disciplinary Policy

Computing & E-safeguarding Policy

Teaching and Learning Policy

Relationship and Sex Education Policy

PHSE and Citizenship Policy

### **Curriculum**

- Our curriculum is highly positive, offering memorable experiences and rich opportunities that contribute to pupils' spiritual, moral, social and cultural development. Our 2018 Ofsted report said

*“Leaders recognise that the school’s community is changing, so the topics chosen reflect the change in cultures.”*

- It includes a broad range of areas of study within Citizenship, PSHE and Well Being Education, to eliminate discrimination, harassment and victimisation.
- John Ruskin School encourages children to think about the world in which they live and to broaden their understanding of others’ beliefs, cultures and faiths. We follow the Southwark RE Syllabus, which offers a broad range of activities and experiences covering different beliefs, cultures and faiths.
- We are committed to promoting British Values of democracy, rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs.
- We make use of a variety of resources which challenge stereotypes and promotes acceptance.

#### **Ethnicity and race (including EAL learners)**

We are committed to working for the equality of all ethnic groups.

#### **Gender**

We are committed to working for the equality of women and men.

#### **Religion and belief**

We are committed to working for equality for people based on their religion, belief and non-belief.

#### **Fostering good relations and promoting community cohesion, engagement and consultation.**

- We have a vibrant School Council which represents the profile of our school population and ensures that pupils have a direct voice to discuss matters that relate to their concerns and overall well-being
- Pupils and visitors are fully included in all aspects of school life- regardless of any disability.
- We celebrate and promote differences amongst children and families. An example of this is our successful ‘inspirational afternoon’ where different parents came to speak to children about their lives and careers.
- All ethnic diversity is celebrated through assemblies, class discussion and displays around the school.
- Through a variety of projects and fun days, children and their families support a range of charities to promote their awareness and understanding of the wider world (Stripped socks anti bullying day, MacMillan coffee morning, FoJR summer BBQ).
- We regularly consult pupils, parents and staff through questionnaires and course feedback and act upon suggestions and comments collected.
- We have a successful strategy for engaging with our parents and carers, including those who might traditionally find working with the school difficult. Examples of this include; Home and School Support Worker, class assemblies, class trips and home challenges.

#### **What has been the impact of our activities?**

- Pupils see other people, across all protected characteristics, as equals, and as a part of the diverse city in which they live.
- Pupils are interested and respectful of other cultures, beliefs and ways of life.
- Pupils enjoy sharing aspects of their own lives with others in the school community.
- School events are well supported by all groups represented in the school community.
- Pupils regularly see positive male and female role models working in our school.
- Pupils see the respect staff have for each other and the other adults who visit our school

### **Part 3: Our equality objectives**

The Equality Act 2010 requires us to publish specific, achievable and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

#### **Equality objective 1:**

To ensure disadvantaged children continue to perform as well as non-disadvantaged children in reading, writing and maths.

#### **Equality objective 2:**

To close the gap between boys and girls achieving expected or above standard in writing across the school.