

Equality Opportunities and Diversity Policy

Issue and review

The date of issue of this policy is 01/10/2018. This policy will be reviewed annually.

Mission Statement

Riverside School values the uniqueness of the individual, providing high-quality education and skills for life to students of diverse cultures, within a Christian ethos and supportive family environment.

The staff team is dedicated to impacting students by building positive relationships and preparing them to become accomplished, global citizens.

Rationale

Riverside values diversity and intends that all present and prospective students and staff shall enjoy equality of opportunity and shall not be disadvantaged by any condition or requirement that cannot be shown to be justifiable.

At Riverside School we strive to regard all as equal, irrespective of colour, race, faith, gender or any other characteristic. As such, we consequently treat all associated with the school and the wider community with equal respect and dignity, regardless of their background.

Riverside School is a non-selective school, and has programmes in place for students with Special Educational Needs, and those for whom English is an Additional Language.

Students, staff, parents, governors and all external agencies who support the work of the School are aware of the aims of the School and its expectations of behaviour that reflect the commitment to a policy of equal opportunity and diversity.

The School's Staff Code of Conduct, as well as its Student Behaviour Policies, strongly reflect the commitment to combating prejudice.

Protected Characteristics (UK Equality Act 2010)

Riverside School recognises and upholds the nine protected characteristics as defined by the UK Equality Act 2010. These are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Riverside School is committed to ensuring that no student, member of staff, parent, or visitor is treated less favourably on the basis of any of these protected characteristics.

Staff/student

All members of staff, teaching and support, being aware of the school's policy on equality will treat all children equally. There will be no discrimination against any person, as the school pays particular regard to the protected characteristics outlined in the Equality Act 2010.

Student/student

The children will all be taught and encouraged in the fundamental principles of equality and respect and will be expected to interact accordingly.

This includes age-appropriate learning that promotes understanding, respect, and empathy for differences reflected in the protected characteristics.

1. Legal Duties

We are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and faith groups and communities; and
- eliminating unlawful discrimination related to any of the protected characteristics as defined in the Equality Act 2010, including sex, race, disability, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment.

In line with our duties under equality legislation, Riverside School is committed to ensuring accessibility for students, staff and visitors with physical disabilities. Where separate facilities are provided for pupils who are disabled, these facilities may also be used by other pupils, staff, supply staff, volunteers and visitors, whether or not they are disabled. This inclusive approach ensures dignity, practicality and effective use of resources.

2. Guiding Principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

1. Every student should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
2. Every student should be helped to develop a sense of personal and cultural identity that is confident and yet open to change, and that is receptive and respectful towards others.
3. Every student should develop the knowledge, understandings and skills that they need in order to participate in modern society, and in the wider context of an interdependent world.

Accessibility and Inclusion for Physical Disabilities

Riverside School is committed to providing, wherever reasonably practicable, an accessible physical environment for students, staff and visitors with physical disabilities. This includes the provision and maintenance of ramps, lifts and accessible toilet facilities, and the reasonable adaptation of buildings and learning spaces to promote independence, safety and full participation in school life.

Appropriate support and reasonable adjustments will be made for students and staff with physical disabilities to ensure equitable access to education, employment and all school activities.

In the event of an emergency or evacuation, Riverside School will ensure that appropriate assistance is provided to students with physical disabilities and special educational needs. Individual evacuation arrangements and support plans will be in place where required, and staff will receive guidance and training to support safe and dignified evacuation procedures.

3. The Full Range of School Policies and Practice

We ensure that the principles listed above apply to the full range of our practices, including those that are concerned with:

- students' progress, attainment and assessment
- behaviour, discipline and exclusions
- students' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

4. Responsibilities

The Board is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Co-Directors are responsible :

- for implementing the policy
- for ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- for taking appropriate action in any cases of unlawful discrimination.
- to encourage vigilance in how issues are handled in regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

All staff are expected :

- to deal with incidents that may occur
- to know how to identify and challenge any bias or stereotyping
- to support students in their class for whom English is an additional language
- to incorporate principles of equality and diversity into all aspects of their work.

5. Information and Resources

We ensure that the content of this policy is known to all staff and Board members, and also, as appropriate, to all students and parents.

All staff and Board Members have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

6. Named Person

The School's Corporate Director is the school's named person for dealing with incidents relating to equality and diversity.

Riverside School - Equality Objectives

Objective 1:

To challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others.

Objective 2:

To continue to treat all children and adults with courtesy, respect, integrity and dignity.

Objective 3:

To continue to ensure all children progress and achieve with equality.

Objective 4:

To continue to celebrate cultural diversity through the school curriculum.

Related Policies

- [Admissions, Discipline, Exclusions Policy](#)
- [Student Support Policy](#)
- [Anti-Bullying Policy](#)
- [Complaints Policy and Procedures](#)
- [Code of Conduct - Staff](#)
- [Behaviour Policy - Early Years](#)
- [Behaviour Policy - Primary School](#)
- [Behaviour Policy - High School](#)

Review Process:

Date of Review: August 2025

Date of Next Review: August 2026