



Riverside Primary School

Ferry Road, Hullbridge, Hockley, Essex, SS5 6ND

Headteacher: Mrs Claire Smith

Tel: 01702 230911

Email: admin@riversideprimary.co.uk Website: www.riversideprimary.co.uk

Equalities information

This report was presented to the Full Governing Body on 16th July 2024 as part of the annual review of the impact of the Equality Scheme. It should be read in conjunction with the Equality Scheme which was published on our website in September 2021 and is updated annually. It is due for a full review in September 2024.

Equalities Objectives

Objective 1

To ensure that the content of the curriculum reflects and values diversity and encourages pupils to explore bias and to challenge prejudice and stereotypes.

- The school takes a proactive approach. Our curriculum promotes inclusiveness. For example, our science curriculum focuses on promoting women of colour in science. We observe occasions such as Black History which is also woven carefully into our history curriculum to ensure that black history is embedded in our curriculum and not just celebrated in October.
- Where we continually analyse behaviour patterns in school, we will address any themes through adapting our assembly/PSHCE programme to explore issues around bias, prejudice and stereotypes more widely.
- Our assembly timetable continues to promote diversity through the inclusion of wider cultural themes which the children may not be exposed to through their general day to day lives.
- The school has researched and is in the process of adopting the 'No Outsiders' curriculum. Parents have been consulted and the school aims to begin sharing this curriculum from September 2024.

Objective 2

To ensure that both boys and girls have equal opportunity and participate in a wide range of sport, including competitive sport especially in Key Stage Two.

- The school provides a well-rounded physical education programme which is complemented by a range of additional clubs and activities, both before and after school designed to appeal to both boys and girls.
- The school actively promotes football for both genders and is privileged to have a female football coach on the team, who is a strong role model for aspiring football players.
- The school engages proactively with local competitive and friendly leagues and both boys and girls in KS2 have the opportunity to play competitively in football (football leagues/friendlies) and athletics (district sporting events). We are also part of a netball league which UKS2 girls play in. Our aim is to introduce a LKS2 netball team.

Objective 3

To ensure that every classroom is a place where children of all needs can feel safe, settled and included and that the curriculum builds on pupil's starting points and is differentiated appropriately to ensure the inclusion of pupils with special educational needs.

- Our curriculum and lessons are designed to ensure that children of all abilities are able to achieve. We recognise that children who may have a need in one subject may excel in

another subject area. Therefore, we aim to scaffold access to our curriculum to enable all pupils to succeed.

- Appropriate work for all children is available in all lessons to promote progress.
- Children with special educational needs are further supported through other means such as focussed adult support, use of IT (i.e., iPads for dictation) and other accessible resources i.e., enlarged text.
- The school provides focussed interventions for children with specific gaps in their knowledge and carefully tracks the impact of these.
- The school is working on adaptive teaching strategies to ensure that work is scaffolded appropriate to facilitate every learner and ensure high expectations for all.

Objective 4

To ensure a positive atmosphere of mutual respect and trust among boys and girls from all ethnic groups and range of abilities, where comments based upon physical appearance, mental health, or those which are homophobic or racist do not occur and are not accepted.

- The school has the appropriate behaviour and anti-bullying policies in place which are published on the website, shared with staff and agreed at GB level.
- The school uses 'My Concern' to log incidents of concern. The school regularly reviews incidents to monitor them. All incidents are dealt with in line with the behaviour and/or anti-bullying policies. This is rigorously tracked.
- SLT regularly reviews behaviour incidents and considers how best to educate the children to make better choices through a range of strategies including the assembly programme and curriculum as well as the implementation of bespoke interventions, as required.
- The school has a comprehensive PSHCE programme which addresses mutual respect and trust among all genders and ethnicities in the curriculum provision for the children.
- The school has researched and is in the process of adopting the 'No Outsiders' curriculum. Parents have been consulted and the school aims to begin sharing this curriculum from September 2024.

Objective 5

To ensure that women in the workplace are appropriately supported during periods which relate specifically to female health.

- The school provides pastoral support for staff by signposting them to a trained adult counsellor.
- The school purchases the school well-being package from the Schools Advisory Service which includes a range of benefits, including counselling and 24 hours access to a GP.
- The school has a menopause policy based upon the model policy by the NEU
- The school has the appropriate policies and practices in place to support maternity care.

Objective 6

To ensure that all members of the school community are appropriately supported with their mental health

- The school purchases a package from South Essex Extended Services (SEES) which includes counselling services.
- In addition to school counselling services, the school proactively supports other such services available to young people, including signposting parents to Kids Inspire (a charitable counselling service in Essex) and other supportive groups such as Mrs Burrell's well-being groups for UKS2, 'Go Girls' run by the school nursing team.
- The school has a comprehensive PSHCE programme which addresses positive mental health in the curriculum provision for the children.
- The school has a proactive pastoral team who meet weekly to discuss the needs of pupils and signpost support.
- The school has a Learning Mentor who proactively supports pupils with well-being.
- Several staff members have undergone the children's mental health course.
- Where required, the school undertakes additional training to support pupils.
- The school has ensured that Trauma Perceptive Practice training has been delivered to teachers and LSAs which is being shared with staff and is on the school development plan,
- The school purchases the school well-being package from the Schools Advisory Service which includes a range of benefits, including counselling and 24 hours access to a GP.
- The school has recently achieved the Healthy Schools Award for 2024.

