

# REDBRIDGE HIGH SCHOOL

## EQUALITY INFORMATION 2017 2018

Equality Characteristic	Focus on: Eliminating Discrimination, Harassment, Victimisation and Advancing Equal Ops & Fostering Good Relationships	
	Equality Information	Engagement
<p><b><u>RACE</u></b></p>	<p><b><u>Attendance</u></b> Ethnic minority pupil's attendance is as good as or better than the school average ie. <b>89.22%</b></p> <p><b><u>Achievement</u></b> Ethnic minority pupils achieve as well as their peers (CASPA 2017)</p> <p><b><u>Exclusions</u></b> There has been no temporary exclusions in the last academic year.</p> <p><b><u>Racist Incidents</u></b> There have been no incidents of a racist nature in 2017/18</p>	<ul style="list-style-type: none"> <li>• Monitor weekly attendance via PLSW responsible for attendance.</li> <li>• Monitor persistent absentees at whole school and cohort level.</li> <li>• Continue to monitor via DHT (CASPA software). Compare nationally</li> <li>• Continue to evaluate provision and resources to match the needs of pupils.</li> <li>• Ensure staff continue to monitor pupil interactions and identifying any potential for inappropriate behaviour related to race.</li> <li>• Continue good role modelling and positive viewpoint in high profile whole school assemblies- and ensure that PSHCE lessons address effectively issues surrounding racism</li> </ul>
<p><b><u>DISABILITY</u></b></p>	<ul style="list-style-type: none"> <li>• Cohort of pupils with additional medical needs requiring 1:1 support continues to increase.</li> <li>• Accessibility audits take place with governors and an action plan is in place. The key priorities have been addressed</li> <li>• Pupils with an ASD diagnosis in addition to their severe learning</li> </ul>	<ul style="list-style-type: none"> <li>• Liaise with the LA to ensure appropriate resources are available to support those pupils</li> <li>• Include in pupil and parent satisfaction surveys - collate and act upon any finding 17/18</li> <li>• Review annually</li> <li>• Agenda item school council and feedback to SLT for any actions</li> <li>• Review accommodation and classroom organisation on a regular basis to meet the needs of the increased ASD</li> </ul>

	difficulties continues to increase	population
<b><u>SEX</u></b>	<ul style="list-style-type: none"> <li>• There are no significant differences in achievement between boys and girls</li> <li>• Attendance between boys and girls is broadly the same.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to monitor gender balances in class groups to ensure appropriate peer and friendship groups.</li> <li>• Continue to use Team Around the School (TAC) meeting to identify vulnerable boys/girls who would benefit from addition support e.g. Fusion</li> <li>• Use positive role modelling e.g. assembly</li> </ul>
<b><u>GENDER REASSIGNMENT</u></b>		<ul style="list-style-type: none"> <li>• Ensure all staff are aware of gender reassignment issues.</li> <li>• Mentors to offer advice/signpost support where appropriate</li> <li>• Ensure school nurse access if appropriate</li> </ul>
<b><u>PREGNANCY AND MATERNITY</u></b>	<ul style="list-style-type: none"> <li>• Sex Ed and relationships policy in place and shared with all staff and placed on school website</li> </ul>	<ul style="list-style-type: none"> <li>• Sex Ed and relationship included in PSHCE and Science curriculum</li> <li>• Discrete Individualised Sex Education Programme in place with PLSW</li> </ul>
<b><u>AGE</u></b>	<ul style="list-style-type: none"> <li>• Separate dinner time organisation for older pupils who wish to avail of it.</li> </ul>	<ul style="list-style-type: none"> <li>• Established 6<sup>th</sup> Form ethos not having to wear school uniform; increased responsibility around school.</li> </ul>
<b><u>RELIGION &amp; BELIEF</u></b>	<ul style="list-style-type: none"> <li>• School delivers annual themed activities based on different faiths and cultures</li> <li>• SACRE curriculum guidelines are used to deliver the RE curriculum based upon knowledge of different faiths, beliefs and non-beliefs</li> </ul>	<ul style="list-style-type: none"> <li>• Emphasise faith and multi-cultural themes in whole school assemblies.</li> </ul>
<b><u>SEXUAL ORIENTATION</u></b>	<ul style="list-style-type: none"> <li>• To treats homophobic incidents as seriously as racist incidents</li> <li>• There were no homophobic incidents reported in 2017/18</li> </ul>	<ul style="list-style-type: none"> <li>• Overt posters/messages around school displays</li> <li>• Pupils access to PLSW and individualised counselling sessions as appropriate.</li> </ul>